

## 2009 Postdoc Survey March 2009



## Acknowledgements

The Berkeley Lab Survey Team consisted of the following:

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MOR Associates, an external consulting firm, acted as project manager for this effort, analyzing the data and preparing this report. MOR Associates specializes in continuous improvement, strategic thinking and leadership development. MOR Associates has conducted a number of large-scale surveys for organizations in higher education, including MIT, Stanford, the University of Chicago, and others.



MAXIMIZING ORGANIZATIONAL RESOURCES

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## **Section One** Introduction and Overview

#### Introduction

This report provides a summary of the purposes, the methodology and the results of the Postdoc Survey sponsored by Berkeley Lab. The survey effort was initiated in early 2009 and data were collected in March 2009. This effort is part of a broader Laboratory-wide postdoc initiative to improve the postdoc experience at Berkeley Lab. The Postdoc Initiative Committee, introduced in the Monday, March 2, 2009, edition of Today at Berkeley Lab, is charged with assessing the current environment for postdocs and taking steps to support making Berkeley Lab a premier institution of choice for conducting postdoctoral research.

This survey was undertaken for the following purposes, all of which helped guide the design of the survey:

- To document where postdocs feel positively about working at Berkeley Lab as well as where they might not.
- To identify which gaps cause any dissatisfaction.
- To discern the degree to which various aspects of working at Berkeley Lab contribute to how postdocs feel about working at the Lab overall.
- To prioritize areas for improvement.

The overarching goal of this effort is to make Berkeley Lab a better place to work.

Christopher Paquette Senior Consultant **MOR** Associates

### **Survey Methodology**

#### **Survey Population**

The survey solicited feedback from every member of the postdoc community. Respondents were informed in advance that ratings and text comments would be reported in aggregate by division.

#### **Operations Sample Size and Response Rates**

The survey was a census of the entire postdoc community and received an 72% response rate. This excellent response rate makes it highly likely that these results accurately represent the views of the community. The table below details the response rates for all divisions.

Division	No. of Resp.	Total Pop.	Pct. Of Pop.
Advanced Light Source	17	20	85%
Chemical Sciences	20	35	57%
Computational Research Div	15	16	94%
Earth Sciences	17	21	81%
Environmental Energy Tech	18	24	75%
General Sciences	40	55	73%
Genomics Division	15	15	100%
Life Sciences	32	44	73%
Materials Sciences	64	108	59%
Physical Biosciences	37	46	80%
CDAND TOTAL	275	204	720/
GRAND TOTAL	275	384	72%

#### **Types of Questions**

A complete copy of the survey can be found in Appendix A.

The survey primarily used four different types of questions: agreement ratings questions using a six-point scale, importance ratings questions using a six-point scale, likelihood ratings using a five-point scale, and open-ended text questions. The agreement and text questions were organized around six categories that formed the titles of individual pages in the survey:

Research, Training and Mentoring

Career Development and Networking Opportunities

Quality of Communication and Supervision

Fairness and Respect

Compensation and Benefits

**Institutional Support** 

Each of these categories had from two to five agreement questions associated with it and an open-ended text comment question that invited respondents to share any comments related to that category.

Additional sections in the survey included:

General Information

Number of Seminars Attended Annually

Likelihood of Attending Workshops

Demographics

The General Information section featured open-ended text questions asking respondents what they liked best about working at Berkeley Lab, what they liked least, what they valued about working at the lab, and which locations were the centers of their intellectual lives. It also included a question that asked respondents to rate their overall experience at Berkeley Lab. Another question asked respondents to rate importance of the above-named categories as they related to overall satisfaction.

#### Scales Used in the Survey

The following graphic illustrates the scales used more than once in the survey. All ratings questions included an option of "N/A-Don't Know."

#### **Agreement Scale**



#### Importance Scale

 .po. tante b	cuic				
Not At All					Very
Important					Important
1	2	3	4	5	6

#### Likelihood Scale



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## Overview of the Results

### **Executive Summary**

As noted in the introduction, a primary purpose of the survey was to document where postdocs feel positively about working at Berkeley Lab as well as where they might not. The following table displays the means for all agreement questions sorted by mean from highest to lowest and includes the percent selecting somewhat agree, agree or strongly agree.

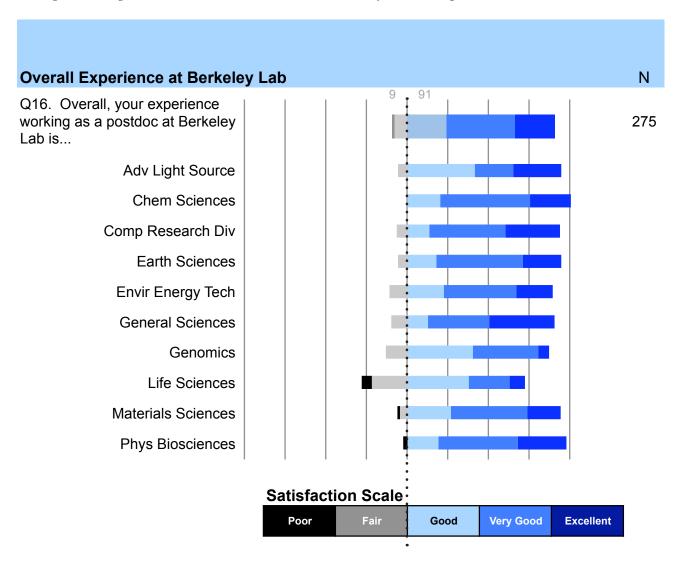
#### **Agreement Ratings Sorted by Mean**

Question	Mean	Count	Agree
Q11a. My work unit recognizes safety as an important core value and priority.	5.56	275	99%
Q7b. I am treated fairly and respectfully by my supervisor.	5.43	274	97%
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.33	273	98%
Q11c. I work in an environment where ethical conduct in research is a priority.	5.33	260	96%
Q5e. I am given an appropriate amount of independence.	5.26	274	96%
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24	271	94%
Q1d. I have the resources needed to do my research.	5.13	271	93%
Q5d. In my work unit, my opinions and ideas are valued.	5.07	270	95%
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02	202	91%
Q1a. I am satisfied with the overall direction of my research.	5.00	271	94%
Q5c. In my work unit, my colleagues and I communicate effectively.	5.00	273	94%
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98	272	87%
Q1c. I receive the training needed to do my postdoc research.	4.96	271	93%
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.86	269	86%
Q3c. I am provided guidance regarding publishing my research.	4.82	256	88%
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.80	267	87%
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.71	268	88%
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70	145	82%
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.63	271	83%
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.63	272	85%
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.54	266	81%
Q3a. My supervisor and I discuss my career opportunities.	4.43	258	77%
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37	268	77%
Q3d. My supervisor provides information to me about funding opportunities.	4.11	247	71%

### **Overall Satisfaction with the Experience** of Working as a Postdoc at Berkeley Lab

Respondents were to rate their satisfaction with the experience of working as a postdoc at Berkeley Lab.

A complete description on how to read the chart below can be found on Page 14.



Q16	Overall, you	Overall, your experience working as a postdoc at Berkeley Lab is				
	Poor	Fair	Good	Very Good	Excellent	Count
All	1%	8%	24%	42%	24%	275
Adv Light Source	0%	6%	41%	24%	29%	17
Chem Sciences	0%	0%	20%	55%	25%	20
Comp Research Div	0%	7%	13%	47%	33%	15
Earth Sciences	0%	6%	18%	53%	24%	17
Envir Energy Tech	0%	11%	22%	44%	22%	18
General Sciences	0%	10%	13%	38%	40%	40
Genomics	0%	13%	40%	40%	7%	15
Life Sciences	6%	22%	38%	25%	9%	32
Materials Sciences	2%	5%	27%	47%	20%	64
Phys Biosciences	3%	0%	19%	49%	30%	37

## **Executive Summary**

As noted in the introduction, a primary purpose of the survey was to document where postdocs feel positively about working at Berkeley Lab as well as where they might not. The following table displays the means for all agreement questions sorted by mean from highest to lowest and includes the percent selecting somewhat agree, agree or strongly agree.

#### **Agreement Ratings Sorted by Mean**

Question	Mean	Count	Agree
Q11a. My work unit recognizes safety as an important core value and priority.	5.56	275	99%
Q7b. I am treated fairly and respectfully by my supervisor.	5.43	274	97%
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.33	273	98%
Q11c. I work in an environment where ethical conduct in research is a priority.	5.33	260	96%
Q5e. I am given an appropriate amount of independence.	5.26	274	96%
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24	271	94%
Q1d. I have the resources needed to do my research.	5.13	271	93%
Q5d. In my work unit, my opinions and ideas are valued.	5.07	270	95%
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02	202	91%
Q1a. I am satisfied with the overall direction of my research.	5.00	271	94%
Q5c. In my work unit, my colleagues and I communicate effectively.	5.00	273	94%
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98	272	87%
Q1c. I receive the training needed to do my postdoc research.	4.96	271	93%
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.86	269	86%
Q3c. I am provided guidance regarding publishing my research.	4.82	256	88%
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.80	267	87%
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.71	268	88%
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70	145	82%
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.63	271	83%
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.63	272	85%
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.54	266	81%
Q3a. My supervisor and I discuss my career opportunities.	4.43	258	77%
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37	268	77%
Q3d. My supervisor provides information to me about funding opportunities.	4.11	247	71%

## The Relationship Between Agreement Ratings for Specific **Questions and Overall Satisfaction with the Experience** of Working as a Postdoc at Berkeley Lab

The table below presents the relationships (correlations) between the agreement ratings (means) for individual questions and ratings for a unique question asking respondents to indicate their overall satisfaction with the experience of working as a postdoc at Berkeley Lab. The column labeled R2 indicates the strength of these relationships and is used here as a derived measure of importance. It should be noted that individual question percentages are not additive because they typically overlap in what they measure.

The question we are trying to examine with the correlations is: What aspects of working at Berkeley Lab have the most impact on overall satisfaction? It follows that we can use this information to consider which improvements might have the greatest potential to improve overall satisfaction. Our table suggests that if postdoc's supervisor take an active interest in his or her personal growth s/he will be more likely to be satisfied overall, and conversely, if an employee's ideas are not valued s/he will be less likely to be satisfied overall. Yet the ratings for questions related to supervisors' behavior in this regard tended to be lower, suggesting this may be an area to prioritize. On the opposite end of the table we have benefits, which received lower ratings, yet does not appear to drive overall satisfaction. Does this mean it's not important? Not necessarily. Correlation does not automatically equal causality. It could mean that it's simply a non-issue because the benefits are adequate and/or are offset by higher compensation.

Question	N	Mean	R2	Strength of Correlation
I am satisfied with the overall direction of my research.	271	5.00	39%	
My supervisor provides constructive and timely feedback on my performance.	271	4.63	35%	
My supervisor provides clear direction and communicates expectations to me.	272	4.63	34%	Moderate to
My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	272	4.98	31%	High
I am treated fairly and respectfully by my supervisor.	274	5.43	31%	
My supervisor encourages me to participate in seminars and conferences.	269	4.86	30%	
I receive the training needed to do my postdoc research.	271	4.96	30%	
I am provided guidance regarding publishing my research.	256	4.82	28%	
I have access and exposure to other research groups and am able to collaborate freely across programs.	267	4.80	27%	
My supervisor and I discuss my career opportunities.	258	4.43	26%	Moderate to
In my work unit, my opinions and ideas are valued.	270	5.07	25%	Low
In my work unit, my colleagues and I communicate effectively.	273	5.00	25%	LOW
Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	145	4.70	22%	
I am given an appropriate amount of independence.	274	5.26	22%	
I have the resources needed to do my research.	271	5.13	22%	
My supervisor provides information to me about funding opportunities.	247	4.11	22%	
I am treated fairly and respectfully within the Berkeley Lab community.	273	5.33	20%	
I work in an environment where ethical conduct in research is a priority.	260	5.33	17%	
I work in an environment where a balance between my work and personal life is encouraged.	266	4.54	16%	Low
My work unit recognizes safety as an important core value and priority.	275	5.56	14%	LOW
I am satisfied with my compensation as a postdoc at Berkeley Lab.	268	4.37	13%	
The Laboratory's safety guidelines and practices help me conduct my research safely.	271	5.24	11%	
I am satisfied with my benefits as a postdoc at Berkeley Lab.	268	4.71	7%	
For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	202	5.02	5%	Very Low

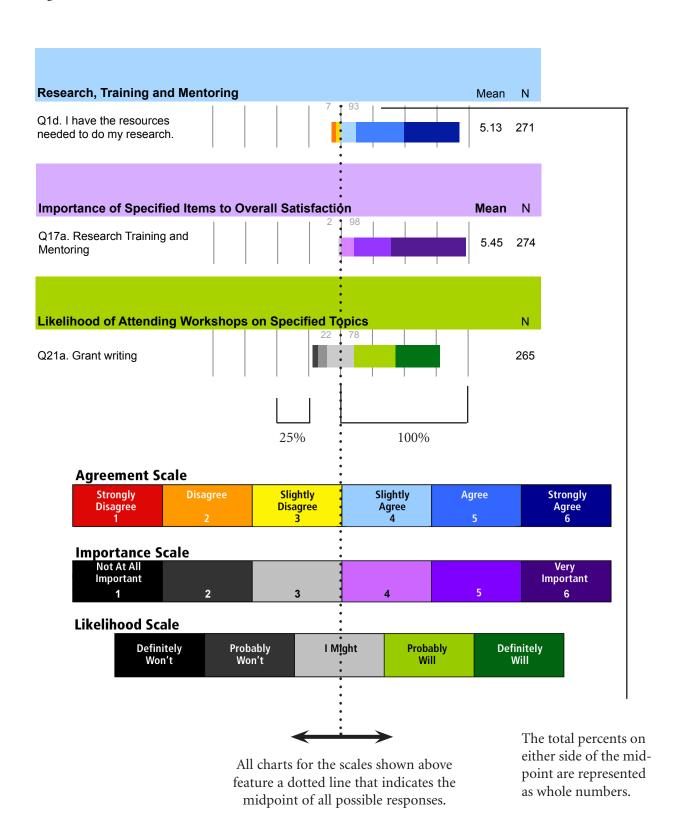
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## Reading the **Charts and Tables**

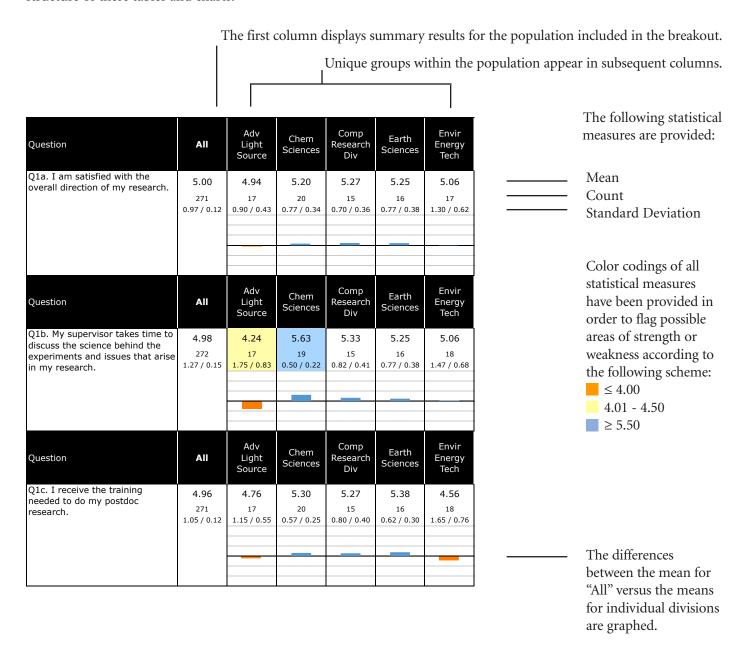
### **Reading the Summary Charts**

Throughout this report there are charts that show the percent responding for a given point in the scales depicted below. The diagram below illustrates the structure of these charts.



### **Reading the Breakout Tables and Charts**

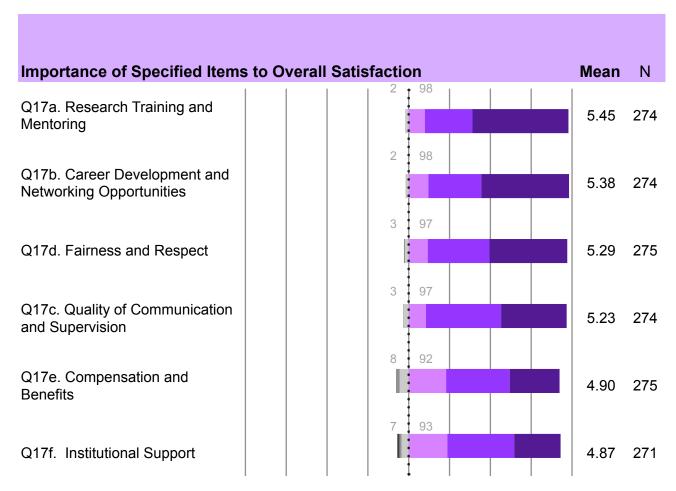
Throughout this report there are tables and charts that have been designed to illustrate differences in level of agreement or importance between divisions and between various demographic groups. The diagram below illustrates the structure of these tables and charts.



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## Measures of Importance to Overall Job Satisfaction

The literature supports the notion that people's responses to importance questions often reflect what is "socially acceptable" rather than what is truly important to individuals. Thus, the results to this question may best be interpreted as a measure of the cultural norms at Berkeley Lab.



Q17a	Researc	h Training a	nd Mentorin	g					
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.45	0%	0%	2%	10%	29%	59%	274	0.76
Adv Light Source	5.29	0%	0%	0%	18%	35%	47%	17	0.77
Chem Sciences	5.55	0%	0%	0%			60%	20	0.60
Comp Research Div	5.60	0%	0%	0%	7%	27%	67%	15	0.63
Earth Sciences	5.88	0%	0%	0%	0%	12%	88%	17	0.33
Envir Energy Tech	5.17	0%	0%	6%	17%	33%	44%	18	0.92
General Sciences	5.15	0%	0%	0%	18%	49%	33%	39	0.71
Genomics	5.33	0%	0%	7%	13%	20%	60%	15	0.98
Life Sciences	5.72	0%	0%	0%	6%	16%	78%	32	0.58
Materials Sciences	5.45	0%	0%	3%	5%	36%	56%	64	0.73
Phys Biosciences	5.43	0%	0%	5%	14%	14%	68%	37	0.93

Q17b	Career E	Career Development and Networking Opportunities											
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.				
All	5.38	0%	0%	1%	12%	32%	54%	274	0.78				
Adv Light Source	5.35	0%	0%	0%	18%		53%	17	0.79				
Chem Sciences	5.45	0%	0%	0%	10%	35%	55%	20	0.69				
Comp Research Div	5.47	0%	0%	0%	13%	27%	60%	15	0.74				
Earth Sciences	5.59	0%	0%	0%	6%	29%	65%	17	0.62				
Envir Energy Tech	5.28	0%	0%	0%	22%	28%	50%	18	0.83				
General Sciences	5.18	0%	0%	0%	18%	46%	36%	39	0.72				
Genomics	5.20	0%	0%	7%	20%	20%	53%	15	1.01				
Life Sciences	5.69	0%	0%	0%	3%	25%	72%	32	0.54				
Materials Sciences	5.27	0%	2%	5%	8%	38%	48%	64	0.91				
Phys Biosciences	5.46	0%	0%	0%	14%	27%	59%	37	0.73				

Q17c	Quality o	of Communi	cation and	Supervision					
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.23	0%	0%	3%	11%	46%	40%	274	0.78
Adv Light Source	5.29	0%	0%	0%	0%	71%	29%	17	0.47
Chem Sciences	5.15	0%	5%	5%	5%	40%	45%	20	1.09
Comp Research Div	5.47	0%	0%	0%	7%	40%	53%	15	0.64
Earth Sciences	5.35	0%	0%	0%	6%	53%	41%	17	0.61
Envir Energy Tech	5.06	0%	0%	0%	28%	39%	33%	18	0.80
General Sciences	5.03	0%	0%	5%			30%	40	0.83
Genomics	5.27	0%	0%	7%			47%	15	0.88
Life Sciences	5.34	0%	0%	0%	13%	41%	47%	32	0.70
Materials Sciences	5.14	0%	0%	6%	10%	48%	37%	63	0.84
Phys Biosciences	5.41	0%	0%	0%	8%	43%	49%	37	0.64

Q17d	Fairness	and Respe	ct						
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.29	0%	1%	2%	12%	38%	48%	275	0.81
Adv Light Source	5.12	0%	0%	6%	18%	35%	41%	17	0.93
Chem Sciences	5.35	0%	0%	5%	5%		50%	20	0.81
Comp Research Div	5.33	0%	0%	0%	27%	13%	60%	15	0.90
Earth Sciences	5.41	0%	0%	0%	12%	35%	53%	17	0.71
<b>Envir Energy Tech</b>	5.11	0%	6%	6%	6%	39%	44%	18	1.13
General Sciences	5.43	0%	0%	0%			50%	40	0.64
Genomics	5.47	0%	0%	0%	13%	27%	60%	15	0.74
Life Sciences	5.47	0%	0%	0%	6%	41%	53%	32	0.62
Materials Sciences	5.09	0%	2%	3%	14%	47%	34%	64	0.87
Phys Biosciences	5.35	0%	0%	3%	14%	30%	54%	37	0.82

Q17e	Compen	Compensation and Benefits											
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.				
All	4.90	0%	2%	5%	23%	39%	31%	275	0.98				
Adv Light Source	4.65	0%	0%	12%	35%	29%	24%	17	1.00				
Chem Sciences	5.10	5%	0%	0%	5%	55%	35%	20	1.12				
Comp Research Div	5.00	0%	0%	7%	27%	27%	40%	15	1.00				
Earth Sciences	5.29	0%	0%	6%	12%	29%	53%	17	0.92				
Envir Energy Tech	5.00	0%	0%	6%	22%	39%	33%	18	0.91				
General Sciences	4.48	0%	8%	3%	35%	45%	10%	40	0.99				
Genomics	5.20	0%	0%	0%	20%	40%	40%	15	0.77				
Life Sciences	5.16	0%	3%	0%	16%	41%	41%	32	0.92				
Materials Sciences	4.84	0%	2%	8%	23%	39%	28%	64	0.98				
Phys Biosciences	4.84	0%	0%	11%	24%	35%	30%	37	0.99				

Q17f	Instituti	onal Suppor	t						
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	4.87	1%	1%	4%	24%	41%	28%	271	1.01
Adv Light Source	4.76	0%	0%	6%		59%	12%	17	0.75
Chem Sciences	4.90	5%	0%	10%	10%	35%	40%	20	1.33
Comp Research Div	5.00	0%	0%	0%			33%	15	0.85
Earth Sciences	5.31	0%	0%	0%	13%	44%	44%	16	0.70
Envir Energy Tech	4.72	0%	6%	11%	17%	39%	28%	18	1.18
General Sciences	4.82	5%	0%	0%	26%	41%	28%	39	1.17
Genomics	4.93	0%	0%	0%	40%	27%	33%	15	0.88
Life Sciences	5.16	0%	3%					32	0.99
Materials Sciences	4.72	2%	0%			48%	19%	64	0.98
Phys Biosciences	4.74	0%	3%	3%	31%	43%	20%	35	0.92

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q17a. Research Training and Mentoring	5.45	5.29	5.55	5.60	5.88	5.17	5.15	5.33	5.72	5.45	5.43
Hencoming	274 0.76 / 0.09	17 0.77 / 0.37	20 0.60 / 0.27	15 0.63 / 0.32	17 0.33 / 0.16	18 0.92 / 0.43	39 0.71 / 0.22	15 0.98 / 0.49	32 0.58 / 0.20	64 0.73 / 0.18	37 0.93 / 0.30
	0.70 / 0.03	0.77 / 0.37	0.00 / 0.27	0.03 / 0.32	0.55 / 0.10	0.92 / 0.43	0.71 / 0.22	0.30 / 0.43	0.30 / 0.20	0.73 / 0.10	0.93 / 0.30
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q17b. Career Development and Networking Opportunities	5.38	5.35	5.45	5.47	5.59	5.28	5.18	5.20	5.69	5.27	5.46
Networking Opportunities	274 0.78 / 0.09	17 0.79 / 0.37	20 0.69 / 0.30	15 0.74 / 0.38	17 0.62 / 0.29	18 0.83 / 0.38	39 0.72 / 0.23	15 1.01 / 0.51	32 0.54 / 0.19	64 0.91 / 0.22	37 0.73 / 0.24
	0.76 / 0.03	0.73 / 0.37	0.03 / 0.30	0.74 / 0.30	0.02 / 0.23	0.03 / 0.30	0.72 / 0.23	1.01 / 0.51	0.54 / 0.19	0.31 / 0.22	0.75 / 0.24
		A di i		6		Facilia					
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q17c. Quality of Communication and Supervision	5.23	5.29	5.15	5.47	5.35	5.06	5.03	5.27	5.34	5.14	5.41
and Supervision	274 0.78 / 0.09	17 0.47 / 0.22	20 1.09 / 0.48	15 0.64 / 0.32	17 0.61 / 0.29	18 0.80 / 0.37	40 0.83 / 0.26	15 0.88 / 0.45	32 0.70 / 0.24	63 0.84 / 0.21	37 0.64 / 0.21
	0.70 / 0.03	0117 7 0122	2.03 / 0.10	0.017 0.02	0.01 / 0.23	0.007 0.07	0.057 0.20	0.007 0.15	0.7070.21	0.017 0.21	0.017 0.21
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q17d. Fairness and Respect	5.29	5.12	5.35	5.33	5.41	5.11	5.43	5.47	5.47	5.09	5.35
	275	17	20	15	17	18	40	15	32	64	3.33
	0.81 / 0.10	0.93 / 0.44	0.81 / 0.36	0.90 / 0.46	0.71 / 0.34	1.13 / 0.52	0.64 / 0.20	0.74 / 0.38	0.62 / 0.22	0.87 / 0.21	0.82 / 0.27
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q17e. Compensation and	4.90	4.65	5.10	5.00	5.29	5.00	4.48	5.20	5.16	4.84	4.84
Benefits	275	17	20	15	17	18	40	15	32	64	37
	0.98 / 0.12	1.00 / 0.47	1.12 / 0.49	1.00 / 0.51	0.92 / 0.44	0.91 / 0.42	0.99 / 0.31	0.77 / 0.39	0.92 / 0.32	0.98 / 0.24	0.99 / 0.32

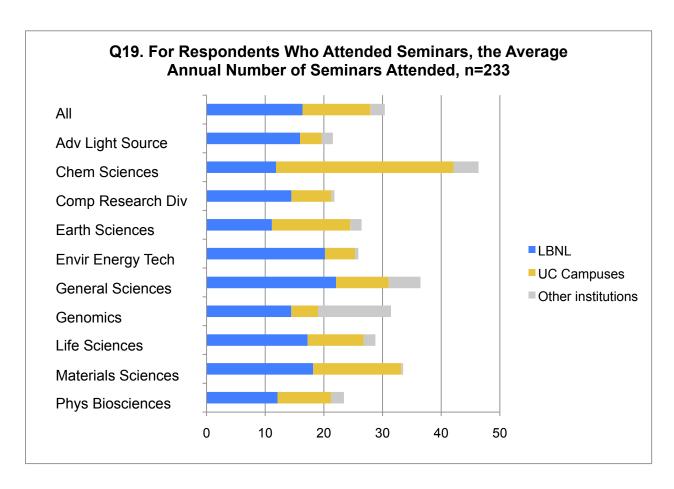
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q17f. Institutional Support	4.87 271 1.01 / 0.12	4.76 17 0.75 / 0.36	4.90 20 1.33 / 0.58	5.00 15 0.85 / 0.43	5.31 16 0.70 / 0.35	4.72 18 1.18 / 0.54	4.82 39 1.17 / 0.37	4.93 15 0.88 / 0.45	5.16 32 0.99 / 0.34	4.72 64 0.98 / 0.24	4.74 35 0.92 / 0.30

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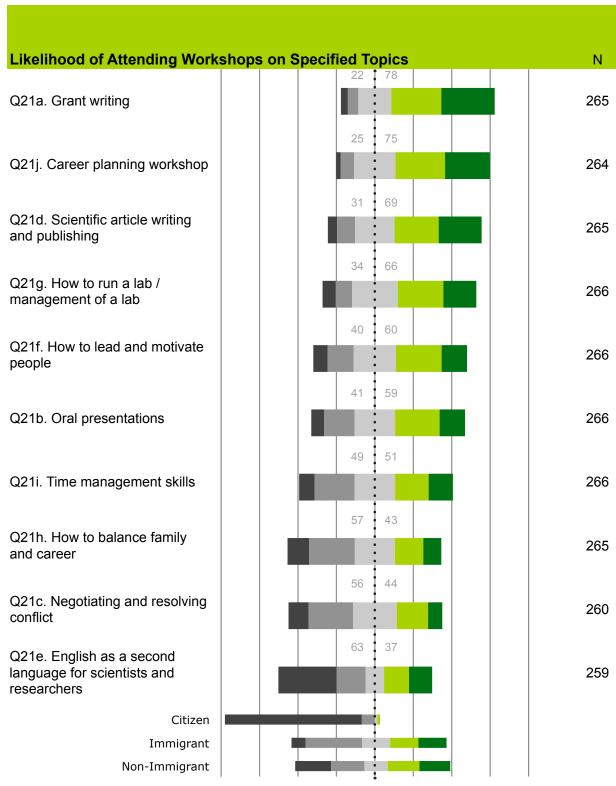
## **Number of Seminars Attended Annually**

### **Average Annual Number of Seminars Attended: All Divisions**



Q19	Number of se	eminars attend	ded annually (	(average)	
		UC	Other		
	LBNL	Campuses	institutions	All venues	Count
All	16	12	2	30	233
Adv Light Source	16	4	2	22	15
Chem Sciences	12	30	4	46	19
Comp Research Div	14	7	1	22	15
Earth Sciences	11	13	2	26	14
Envir Energy Tech	20	5	1	26	16
General Sciences	22	9	5	36	30
Genomics	14	5	12	31	9
Life Sciences	17	10	2	29	28
Materials Sciences	18	15	0	34	56
Phys Biosciences	12	9	2	23	31

# Likelihood of Attending Workshops



Note:	Q21e	English as	a second la	nguage for s	cientists an	d researche	rs
Note.		Definitely	Probably		Probably	Definitely	
charted immediately above.		Won't	Won't	Might	Will	Will	Count
	All	38%	19%	12%	16%	15%	257
	Citizen	88%	8%	2%	2%	0%	60
	Immigrant	9%	36%	18%	18%	18%	11
	Non-Immigrant	23%	22%	15%	20%	20%	186

Q21a	<b>Grant writin</b>	g				
	Definitely	Probably		Probably	Definitely	
	Won't	Won't	Might	Will	Will	Count
All	5%	7%	22%	32%	35%	265
Adv Light Source	0%	13%	19%	38%	31%	16
Chem Sciences	0%	5%	15%	45%	35%	20
Comp Research Div	7%	7%	20%	27%	40%	15
Earth Sciences	0%	0%	31%	31%	38%	16
Envir Energy Tech	6%	22%	11%	33%	28%	18
General Sciences	6%	9%	44%	26%	15%	34
Genomics	13%	7%	33%	13%	33%	15
Life Sciences	3%	0%	16%	32%	48%	31
Materials Sciences	5%	6%	16%	30%	44%	64
Phys Biosciences	6%	6%	17%	44%	28%	36

Q21b	Oral presentations						
	Definitely	Probably		Probably	Definitely		
	Won't	Won't	Might	Will	Will	Count	
All	8%	20%	26%	29%	17%	266	
Adv Light Source	13%	13%	19%	44%	13%	16	
Chem Sciences	5%	20%	35%	30%	10%	20	
Comp Research Div	13%	13%	40%	13%	20%	15	
Earth Sciences	0%	25%	31%	25%	19%	16	
Envir Energy Tech	12%	24%	12%	35%	18%	17	
General Sciences	8%	30%	24%	22%	16%	37	
Genomics	20%	27%	27%	13%	13%	15	
Life Sciences	10%	16%	26%	26%	23%	31	
Materials Sciences	6%	11%	28%	33%	22%	64	
Phys Biosciences	6%	29%	23%	37%	6%	35	

Q21c	Negotiating	Negotiating and resolving conflict						
	Definitely	Probably		Probably	Definitely			
	Won't	Won't	Might	Will	Will	Count		
All	13%	29%	28%	20%	9%	260		
Adv Light Source	13%	19%	25%	38%	6%	16		
Chem Sciences	25%	25%	40%	5%	5%	20		
Comp Research Div	20%	33%	13%	27%	7%	15		
Earth Sciences	7%	43%	14%	21%	14%	14		
Envir Energy Tech	12%	35%	35%	6%	12%	17		
General Sciences	9%	37%	31%	9%	14%	35		
Genomics	29%	36%	21%	14%	0%	14		
Life Sciences	17%	17%	27%	17%	23%	30		
Materials Sciences	9%	28%	36%	22%	5%	64		
Phys Biosciences	9%	26%	20%	40%	6%	35		

Q21d	Scientific ar	Scientific article writing and publishing							
	Definitely	Probably		Probably	Definitely				
	Won't	Won't	Might	Will	Will	Count			
All	6%	12%	26%	29%	28%	265			
Adv Light Source	7%	0%	27%	33%	33%	15			
Chem Sciences	0%	15%	10%	45%	30%	20			
Comp Research Div	20%	7%	40%	13%	20%	15			
Earth Sciences	0%	7%	36%	21%	36%	14			
Envir Energy Tech	11%	6%	33%	22%	28%	18			
General Sciences	5%	19%	32%	19%	24%	37			
Genomics	7%	27%	20%	20%	27%	15			
Life Sciences	6%	6%	25%	25%	38%	32			
Materials Sciences	5%	16%	20%	31%	28%	64			
Phys Biosciences	6%	6%	26%	43%	20%	35			

Q21e	English as a second language for scientists and researchers							
	Definitely	Probably		Probably	Definitely			
	Won't	Won't	Might	Will	Will	Count		
All	38%	19%	12%	16%	15%	259		
Adv Light Source	27%	20%	7%	33%	13%	15		
Chem Sciences	30%	5%	15%	25%	25%	20		
Comp Research Div	43%	0%	36%	7%	14%	14		
Earth Sciences	36%	21%	7%	14%	21%	14		
Envir Energy Tech	50%	22%	0%	11%	17%	18		
General Sciences	34%	20%	11%	17%	17%	35		
Genomics	47%	27%	13%	7%	7%	15		
Life Sciences	45%	16%	10%	6%	23%	31		
Materials Sciences	34%	19%	13%	23%	11%	62		
Phys Biosciences	40%	29%	11%	11%	9%	35		

Q21f	How to lead	low to lead and motivate people							
	Definitely	Probably		Probably	Definitely				
	Won't	Won't	Might	Will	Will	Count			
All	9%	17%	27%	30%	17%	266			
Adv Light Source	19%	6%	38%	38%	0%	16			
Chem Sciences	5%	25%	30%	25%	15%	20			
Comp Research Div	13%	7%	27%	20%	33%	15			
Earth Sciences	7%	13%	33%	33%	13%	15			
Envir Energy Tech	12%	24%	35%	18%	12%	17			
General Sciences	8%	19%	31%	31%	11%	36			
Genomics	20%	20%	33%	13%	13%	15			
Life Sciences	10%	16%	23%	26%	26%	31			
Materials Sciences	6%	17%	25%	31%	20%	64			
Phys Biosciences	8%	16%	19%	43%	14%	37			

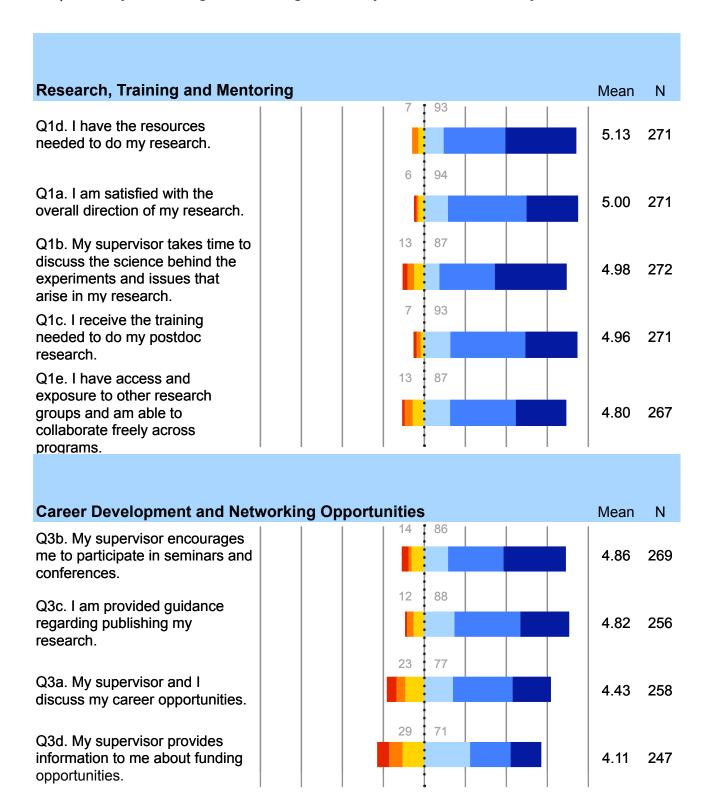
Q21g	How to run	How to run a lab / management of a lab						
	Definitely	Probably		Probably	Definitely			
	Won't	Won't	Might	Will	Will	Count		
All	9%	11%	30%	30%	21%	266		
Adv Light Source	13%	0%	40%	47%	0%	15		
Chem Sciences	5%	5%	40%	35%	15%	20		
Comp Research Div	20%	0%	53%	13%	13%	15		
Earth Sciences	6%	13%	19%	38%	25%	16		
Envir Energy Tech	18%	18%	24%	24%	18%	17		
General Sciences	14%	28%	31%	19%	8%	36		
Genomics	20%	0%	40%	27%	13%	15		
Life Sciences	3%	3%	26%	32%	35%	31		
Materials Sciences	3%	14%	27%	28%	28%	64		
Phys Biosciences	5%	5%	22%	38%	30%	37		

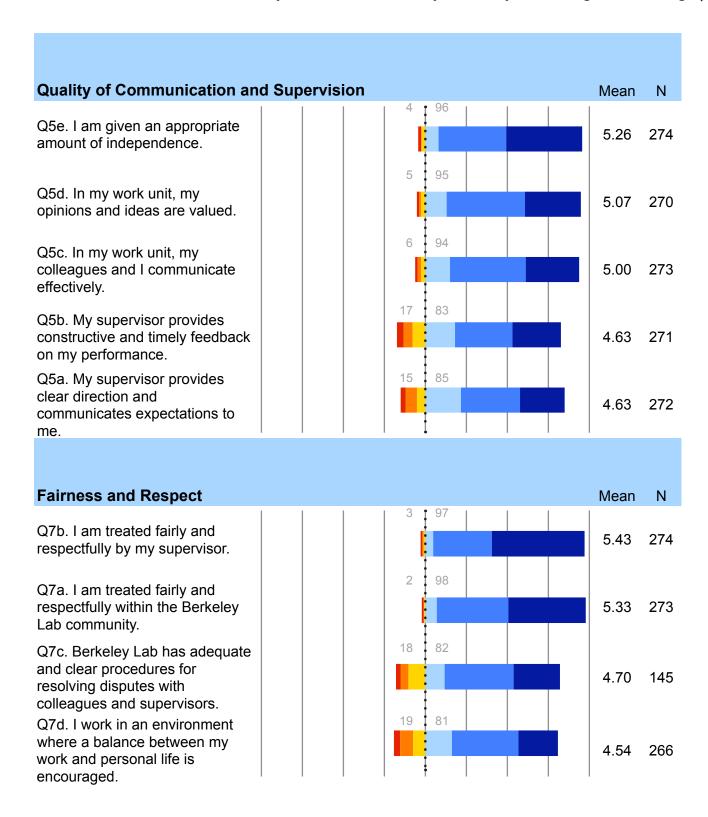
Q21h	How to bala	How to balance family and career							
	Definitely	Probably		Probably	Definitely				
	Won't	Won't	Might	Will	Will	Count			
All	14%	30%	26%	18%	12%	265			
Adv Light Source	13%	13%	38%	38%	0%	16			
Chem Sciences	5%	40%	40%	0%	15%	20			
Comp Research Div	13%	20%	33%	20%	13%	15			
Earth Sciences	6%	38%	13%	25%	19%	16			
Envir Energy Tech	24%	35%	12%	18%	12%	17			
General Sciences	14%	33%	31%	11%	11%	36			
Genomics	20%	47%	20%	13%	0%	15			
Life Sciences	16%	13%	32%	26%	13%	31			
Materials Sciences	13%	25%	30%	19%	14%	64			
Phys Biosciences	17%	43%	9%	20%	11%	35			

Q21i	Time manag	lime management skills						
	Definitely	Probably		Probably	Definitely			
	Won't	Won't	Might	Will	Will	Count		
All	10%	26%	26%	22%	16%	266		
Adv Light Source	6%	19%	38%	38%	0%	16		
Chem Sciences	15%	20%	30%	25%	10%	20		
Comp Research Div	20%	20%	27%	13%	20%	15		
Earth Sciences	6%	25%	25%	19%	25%	16		
Envir Energy Tech	18%	18%	35%	18%	12%	17		
General Sciences	8%	33%	22%	14%	22%	36		
Genomics	13%	40%	33%	7%	7%	15		
Life Sciences	9%	19%	28%	25%	19%	32		
Materials Sciences	5%	27%	22%	28%	19%	64		
Phys Biosciences	14%	31%	23%	20%	11%	35		

Q21j	Career plan	Career planning workshop						
	Definitely	Probably		Probably	Definitely			
	Won't	Won't	Might	Will	Will	Count		
All	3%	9%	27%	32%	29%	264		
Adv Light Source	0%	0%	25%	44%	31%	16		
Chem Sciences	0%	20%	25%	30%	25%	20		
Comp Research Div	0%	0%	40%	13%	47%	15		
Earth Sciences	6%	0%	44%	13%	38%	16		
Envir Energy Tech	0%	6%	29%	53%	12%	17		
General Sciences	6%	19%	11%	39%	25%	36		
Genomics	13%	13%	40%	33%	0%	15		
Life Sciences	6%	6%	25%	22%	41%	32		
Materials Sciences	2%	8%	23%	28%	39%	61		
Phys Biosciences	0%	6%	33%	44%	17%	36		

## **Summary Charts** of Agreement Ratings for All Questions





Compensation and Benefits					Mean	N
Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.		12	88		4.71	268
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.		23	77		4.37	268
Institutional Support					Mean	N
Q11a. My work unit recognizes safety as an important core value and priority.		1	99		5.56	275
Q11c. I work in an environment where ethical conduct in research is a priority.		4	96		5.33	260
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.		6	94		5.24	271
Q11d. For international postdocs. The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.		9	91		5.02	202

### **Breakout Charts** and Tables -All Divisions

### **Research, Training, and Mentoring: All Divisions**

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1a. I am satisfied with the overall direction of my research.	5.00 271 0.97 / 0.12	4.94 17 0.90 / 0.43	5.20 20 0.77 / 0.34	5.27 15 0.70 / 0.36	5.25 16 0.77 / 0.38	5.06 17 1.30 / 0.62	4.93 40 0.89 / 0.28	4.93 14 0.92 / 0.48	4.77 31 1.20 / 0.42	4.95 64 0.95 / 0.23	5.08 37 1.06 / 0.34
		Adv		Comp		Envir					
Question	All	Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98 272 1.27 / 0.15	4.24 17 1.75 / 0.83	5.63 19 0.50 / 0.22	5.33 15 0.82 / 0.41	5.25 16 0.77 / 0.38	5.06 18 1.47 / 0.68	4.98 40 1.33 / 0.41	4.93 15 1.16 / 0.59	4.66 32 1.29 / 0.45	4.90 63 1.21 / 0.30	5.14 37 1.44 / 0.46
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1c. I receive the training needed to do my postdoc research.	4.96 271 1.05 / 0.12	4.76 17 1.15 / 0.55	5.30 20 0.57 / 0.25	5.27 15 0.80 / 0.40	5.38 16 0.62 / 0.30	4.56 18 1.65 / 0.76	4.98 40 1.03 / 0.32	4.80 15 0.41 / 0.21	4.66 32 1.29 / 0.45	4.98 63 1.05 / 0.26	5.06 35 0.94 / 0.31
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1d. I have the resources needed to do my research.	5.13 271 1.01 / 0.12	4.88 17 1.05 / 0.50	5.45 20 0.69 / 0.30	5.53 15 0.74 / 0.38	5.06 17 1.14 / 0.54	4.72 18 1.23 / 0.57	5.34 38 0.85 / 0.27	5.27 15 1.03 / 0.52	4.74 31 1.12 / 0.40	4.98 63 1.07 / 0.26	5.43 37 0.80 / 0.26
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.80 267 1.18 / 0.14	5.00 17 1.00 / 0.48	4.95 19 0.91 / 0.41	4.67 15 1.11 / 0.56	5.00 17 1.12 / 0.53	4.38 16 1.67 / 0.82	4.76 38 1.15 / 0.37	4.47 15 1.25 / 0.63	4.16 31 1.51 / 0.53	5.08 63 0.85 / 0.21	5.03 36 1.21 / 0.39

### **Career Development and Networking Opportunities: All Div.**

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q3a. My supervisor and I discuss my career opportunities.	4.43	4.13	5.00	4.93	4.53	4.56	4.73	4.67	3.86	4.32	4.25
iny career opportunities.	258 1.40 / 0.17	15 1.81 / 0.91	15 0.85 / 0.43	14 1.14 / 0.60	17 1.55 / 0.73	18 1.54 / 0.71	40 1.38 / 0.43	12 0.49 / 0.28	29 1.62 / 0.59	62 1.35 / 0.34	36 1.40 / 0.46
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.86 269 1.28 / 0.15	4.80 15 1.21 / 0.61	5.06 18 1.21 / 0.56	5.47 15 0.92 / 0.46	5.00 16 1.15 / 0.57	5.11 18 0.90 / 0.42	4.78 40 1.27 / 0.39	4.79 14 1.05 / 0.55	4.59 32 1.58 / 0.55	4.81 64 1.37 / 0.33	4.78 37 1.36 / 0.44
	1.26 / 0.15	1.21 / 0.61	1.21 / 0.36	0.92 / 0.46	1.13 / 0.3/	0.90 / 0.42	1.27 / 0.39	1.05 / 0.55	1.36 / 0.33	1.37 / 0.33	1.30 / 0.44
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q3c. I am provided guidance regarding publishing my research.	4.82 256 1.12 / 0.14	4.40 15 1.59 / 0.81	5.11 19 0.88 / 0.39	5.00 15 0.93 / 0.47	5.13 15 0.99 / 0.50	4.82 17 0.88 / 0.42	4.67 39 1.40 / 0.44	5.17 12 0.94 / 0.53	4.63 30 1.07 / 0.38	4.85 62 1.02 / 0.25	4.75 32 1.16 / 0.40
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q3d. My supervisor provides information to me about funding opportunities.	4.11 247 1.45 / 0.18	4.13 15 1.51 / 0.76	4.00 15 1.60 / 0.81	4.50 14 1.29 / 0.67	4.44 16 1.59 / 0.78	4.59 17 1.58 / 0.75	3.92 36 1.32 / 0.43	4.91 11 0.83 / 0.49	4.16 31 1.46 / 0.51	3.91 58 1.53 / 0.39	3.79 34 1.39 / 0.47

### **Quality of Communication and Supervision: All Divisions**

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.63 272 1.29 / 0.15	4.41 17 1.12 / 0.53	5.10 20 0.97 / 0.42	5.00 15 0.93 / 0.47	4.75 16 1.34 / 0.66	4.39 18 1.58 / 0.73	4.55 40 1.40 / 0.43	4.79 14 1.05 / 0.55	4.03 32 1.47 / 0.51	4.68 63 1.28 / 0.32	4.81 37 1.17 / 0.38
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q5b. My supervisor provides constructive and timely feedback on my performance.	4.63 271 1.34 / 0.16	4.12 17 1.41 / 0.67	5.15 20 1.18 / 0.52	5.00 14 0.88 / 0.46	4.81 16 1.28 / 0.63	4.39 18 1.72 / 0.79	4.68 40 1.37 / 0.42	4.86 14 1.03 / 0.54	4.09 32 1.40 / 0.48	4.60 63 1.36 / 0.34	4.86 37 1.25 / 0.40
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q5c. In my work unit, my colleagues and I communicate effectively.	5.00 273 1.01 / 0.12	4.82 17 1.01 / 0.48	4.90 20 1.12 / 0.49	5.13 15 0.99 / 0.50	5.29 17 0.69 / 0.33	4.89 18 1.08 / 0.50	5.18 40 0.90 / 0.28	5.33 15 0.72 / 0.37	4.66 32 1.43 / 0.49	4.92 63 1.04 / 0.26	5.11 36 0.67 / 0.22
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q5d. In my work unit, my opinions and ideas are valued.	5.07 270 0.95 / 0.11	5.00 16 0.73 / 0.36	5.20 20 0.52 / 0.23	5.27 15 0.88 / 0.45	5.12 17 0.70 / 0.33	4.72 18 1.49 / 0.69	5.29 38 0.57 / 0.18	4.93 15 0.96 / 0.49	4.84 32 1.32 / 0.46	5.00 62 0.99 / 0.25	5.22 37 0.89 / 0.29
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q5e. I am given an appropriate amount of independence.	5.26 274 0.95 / 0.11	5.00 17 1.22 / 0.58	5.60 20 0.75 / 0.33	5.40 15 0.74 / 0.37	5.18 17 0.95 / 0.45	5.06 18 1.26 / 0.58	5.28 40 0.78 / 0.24	5.33 15 0.49 / 0.25	5.00 32 1.27 / 0.44	5.29 63 0.85 / 0.21	5.38 37 0.92 / 0.30

### **Fairness and Respect: All Divisions**

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q7a. I am treated fairly and respectfully within the Berkeley Lab community.	5.33 273 0.82 / 0.10	4.94 17 0.66 / 0.31	5.60 20 0.60 / 0.26	5.40 15 0.63 / 0.32	5.53 17 0.51 / 0.24	5.11 18 1.28 / 0.59	5.60 40 0.55 / 0.17	5.27 15 1.10 / 0.56	5.00 31 1.29 / 0.45	5.30 64 0.63 / 0.16	5.44 36 0.65 / 0.21
							_				
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q7b. I am treated fairly and respectfully by my supervisor.	5.43 274 0.85 / 0.10	5.06 17 1.03 / 0.49	5.65 20 0.49 / 0.21	5.67 15 0.49 / 0.25	5.65 17 0.49 / 0.23	5.11 18 1.28 / 0.59	5.60 40 0.78 / 0.24	5.47 15 0.92 / 0.46	5.06 32 1.08 / 0.37	5.46 63 0.62 / 0.15	5.51 37 0.93 / 0.30
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70 145 1.27 / 0.21	4.33 12 1.30 / 0.74	4.86 7 1.46 / 1.08	4.67 9 1.73 / 1.13	5.43 7 0.53 / 0.40	4.60 10 1.58 / 0.98	4.58 19 1.17 / 0.53	5.00 4 0.82 / 0.80	4.21 19 1.55 / 0.70	4.91 35 1.04 / 0.34	4.83 23 1.23 / 0.50
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q7d. I work in an environment where a balance between my work and personal life is encouraged.	4.54 266 1.35 / 0.16	4.18 17 1.51 / 0.72	4.55 20 1.19 / 0.52	4.60 15 1.45 / 0.74	4.75 16 1.48 / 0.73	5.24 17 0.66 / 0.32	4.50 38 1.20 / 0.38	4.86 14 1.29 / 0.68	4.10 30 1.52 / 0.54	4.44 63 1.30 / 0.32	4.72 36 1.50 / 0.49

### **Compensation and Benefits: All Divisions**

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37 268	5.06 17	4.00 20	5.33 <sub>15</sub>	4.93 15	4.53 17	5.08 40	4.64 14	3.78 32	4.06 63	3.69 35
,	1.44 / 0.17	0.83 / 0.39	1.34 / 0.59	0.82 / 0.41	0.88 / 0.45	1.66 / 0.79	0.92 / 0.28	1.39 / 0.73	1.74 / 0.60	1.47 / 0.36	1.47 / 0.49
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Question  Q9b. I am satisfied with my benefits as a postdoc at Berkeley Lab.	4.71 268 1.19 / 0.14	Light		Research		Energy		5.07 15 0.88 / 0.45			

### **Institutional Support: All Divisions**

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q11a. My work unit recognizes safety as an important core value	5.56	5.59	5.55	5.87	5.65	5.61	5.58	5.60	5.31	5.47	5.73
and priority.	275	17	20	15	17	18	40	15	32	64	37
	0.62 / 0.07	0.51 / 0.24	0.51 / 0.22	0.35 / 0.18	0.49 / 0.23	0.50 / 0.23	0.55 / 0.17	0.51 / 0.26	0.82 / 0.28	0.76 / 0.19	0.45 / 0.15
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q11b. The Laboratory's safety	5.24	5.24	4.84	5.80	5.65	5.50	5.43	5.20	4.84	5.16	5.16
guidelines and practices help me conduct my research safely.	271	17	19	15	17	18	40	15	32	61	37
	0.91 / 0.11	0.75 / 0.36	1.07 / 0.48	0.41 / 0.21	0.49 / 0.23	0.62 / 0.29	0.75 / 0.23	0.86 / 0.44	1.22 / 0.42	0.90 / 0.23	1.01 / 0.33
	,										
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q11c. I work in an environment	5.33	5.19	5.40	5.67	5.56	5.31	5.47	5.50	5.23	5.22	5.17
where ethical conduct in research is a priority.	260	16	20	15	16	16	38	14	31	59	35
	0.87 / 0.11	0.83 / 0.41	0.60 / 0.26	0.49 / 0.25	0.63 / 0.31	1.08 / 0.53	0.56 / 0.18	0.65 / 0.34	1.06 / 0.37	0.93 / 0.24	1.15 / 0.38
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q11d. For international postdocs -	5.02	4.75	5.53	4.82	4.45	5.25	5.41	5.00	4.47	5.02	4.96
The visa process was clearly explained with adequate	202	12	17	11	11	12	32	10	19	50	28
communication and support throughout the visa / relocation	1.16 / 0.16	1.29 / 0.73	0.62 / 0.30	1.17 / 0.69	1.57 / 0.93	1.14 / 0.64	0.61 / 0.21	1.15 / 0.72	1.58 / 0.71	1.06 / 0.29	1.35 / 0.50
process.											

# **Section Two** Individual **Question Results**

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# Research, Training, and Mentoring

Research, Training and Mento	ring					Mean	Ν
Q1d. I have the resources needed to do my research.			7	93		5.13	271
Q1a. I am satisfied with the			6	94			
overall direction of my research.						5.00	271
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.		1	13	87		4.98	272
Q1c. I receive the training needed to do my postdoc research.			7	93		4.96	271
Q1e. I have access and exposure to other research groups and am able to collaborate freely across		1	13	87		4.80	267

Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1a. I am satisfied with the overall direction of my research.	5.00 271 0.97 / 0.12	4.94 17 0.90 / 0.43	5.20 20 0.77 / 0.34	5.27 15 0.70 / 0.36	5.25 16 0.77 / 0.38	5.06 17 1.30 / 0.62	4.93 40 0.89 / 0.28	4.93 14 0.92 / 0.48	4.77 31 1.20 / 0.42	4.95 64 0.95 / 0.23	5.08 37 1.06 / 0.34
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	4.98 272 1.27 / 0.15	4.24 17 1.75 / 0.83	5.63 19 0.50 / 0.22	5.33 15 0.82 / 0.41	5.25 16 0.77 / 0.38	5.06 18 1.47 / 0.68	4.98 40 1.33 / 0.41	4.93 15 1.16 / 0.59	4.66 32 1.29 / 0.45	4.90 63 1.21 / 0.30	5.14 37 1.44 / 0.46
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1c. I receive the training needed to do my postdoc research.	4.96 271 1.05 / 0.12	4.76 17 1.15 / 0.55	5.30 20 0.57 / 0.25	5.27 15 0.80 / 0.40	5.38 16 0.62 / 0.30	4.56 18 1.65 / 0.76	4.98 40 1.03 / 0.32	4.80 15 0.41 / 0.21	4.66 32 1.29 / 0.45	4.98 63 1.05 / 0.26	5.06 35 0.94 / 0.31
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q1d. I have the resources needed to do my research.	5.13 271 1.01 / 0.12	4.88 17 1.05 / 0.50	5.45 20 0.69 / 0.30	5.53 15 0.74 / 0.38	5.06 17 1.14 / 0.54	4.72 18 1.23 / 0.57	5.34 38 0.85 / 0.27	5.27 15 1.03 / 0.52	4.74 31 1.12 / 0.40	4.98 63 1.07 / 0.26	5.43 37 0.80 / 0.26
Question  Q1e. I have access and exposure to other research groups and am	<b>All</b> 4.80 267	Adv Light Source 5.00	Chem Sciences 4.95	Comp Research Div 4.67	Earth Sciences 5.00	Envir Energy Tech	General Sciences 4.76	Genomics 4.47 15	Life Sciences 4.16	Materials Sciences 5.08	Phys Biosci 5.03
able to collaborate freely across programs.	26/ 1.18 / 0.14	1/1.00 / 0.48	0.91 / 0.41	1.11 / 0.56	1/1.12 / 0.53	1.67 / 0.82	38 1.15 / 0.37	1.25 / 0.63	1.51 / 0.53	0.85 / 0.21	1.21 / 0.39

Q1a	I am satisfied with the overall direction of my research.												
	Mean	Strongly Disagree	Disagree		Somewhat Agree		Strongly Agree	Count	Std. Dev.				
All	5.00	1%	1%	4%	14%	48%	31%	271	0.97				
Adv Light Source	4.94	0%	0%	6%	24%	41%	29%	17	0.90				
Chem Sciences	5.20	0%	0%	5%			35%	20	0.77				
Comp Research Div	5.27	0%	0%	0%			40%	15	0.70				
Earth Sciences	5.25	0%	0%	0%	19%	38%	44%	16	0.77				
Envir Energy Tech	5.06	6%	0%	6%	0%	47%	41%	17	1.30				
General Sciences	4.93	0%	0%	8%	20%	45%	28%	40	0.89				
Genomics	4.93	0%	0%	7%			29%	14	0.92				
Life Sciences	4.77	0%	10%	3%			29%	31	1.20				
Materials Sciences	4.95	3%	0%	0%	16%	58%	23%	64	0.95				
Phys Biosciences	5.08	3%	0%	5%	8%	46%	38%	37	1.06				

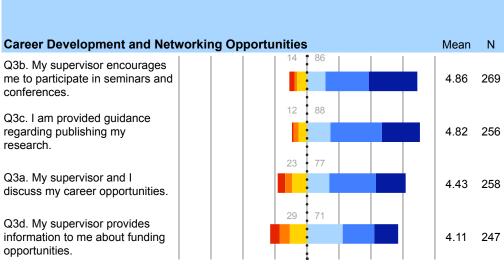
Q1b	My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.											
		Strongly		Somewhat	Somewhat		Strongly					
	Mean	Disagree	Disagree	Disagree	Agree	Agree	Agree	Count	Std. Dev.			
All	4.98	3%	4%	6%	9%	34%	44%	272	1.27			
Adv Light Source	4.24	12%	12%	6%	6%	41%	24%	17	1.75			
Chem Sciences	5.63	0%	0%	0%	0%	37%	63%	19	0.50			
Comp Research Div	5.33	0%	0%	0%	20%	27%	53%	15	0.82			
Earth Sciences	5.25	0%	0%	0%	19%	38%	44%	16	0.77			
Envir Energy Tech	5.06	6%	6%	0%	11%	22%	56%	18	1.47			
General Sciences	4.98	0%	8%	13%	5%	25%	50%	40	1.33			
Genomics	4.93	0%	0%	20%	7%	33%	40%	15	1.16			
Life Sciences	4.66	6%	3%	0%	22%	47%	22%	32	1.29			
Materials Sciences	4.90	0%	6%	11%	6%	38%	38%	63	1.21			
Phys Biosciences	5.14	8%	0%	3%	5%	27%	57%	37	1.44			

Q1c	I receive	receive the training needed to do my postdoc research.											
		Strongly		Somewhat	Somewhat		Strongly						
	Mean	Disagree	Disagree	Disagree	Agree	Agree	Agree	Count	Std. Dev.				
All	4.96	2%	3%	2%	16%	46%	32%	271	1.05				
Adv Light Source	4.76	6%	0%	0%	18%	59%	18%	17	1.15				
Chem Sciences	5.30	0%	0%	0%	5%	60%	35%	20	0.57				
Comp Research Div	5.27	0%	0%	0%	20%	33%	47%	15	0.80				
Earth Sciences	5.38	0%	0%	0%	6%	50%	44%	16	0.62				
Envir Energy Tech	4.56	6%	11%	11%	6%	28%	39%	18	1.65				
General Sciences	4.98	0%	3%	3%	30%	25%	40%	40	1.03				
Genomics	4.80	0%	0%	0%			0%	15	0.41				
Life Sciences	4.66	6%	3%	3%	13%	56%	19%	32	1.29				
Materials Sciences	4.98	2%	3%	2%			33%	63	1.05				
Phys Biosciences	5.06	0%	3%	3%	14%	46%	34%	35	0.94				

Q1d	I have th	have the resources needed to do my research.											
	Mean	Strongly Disagree	Disagree	Disagree		Agree	Strongly Agree	Count					
All	5.13	0%	4%	4%	12%	38%	43%	271	1.01				
Adv Light Source	4.88	0%	6%	0%			29%	17	1.05				
Chem Sciences	5.45	0%	0%	0%			55%	20	0.69				
Comp Research Div	5.53	0%	0%	0%	13%	20%	67%	15	0.74				
Earth Sciences	5.06	0%	6%	0%	24%	24%	47%	17	1.14				
Envir Energy Tech	4.72	0%	11%	0%	22%	39%	28%	18	1.23				
General Sciences	5.34	0%	0%	5%	8%	34%	53%	38	0.85				
Genomics	5.27	0%	7%	0%	0%	47%	47%	15	1.03				
Life Sciences	4.74	0%	6%	6%	19%	42%	26%	31	1.12				
Materials Sciences	4.98	0%	3%	10%	10%	41%	37%	63	1.07				
Phys Biosciences	5.43	0%	3%	0%	3%	41%	54%	37	0.80				

Q1e		have access and exposure to other research groups and am able to collaborate freely across programs.											
	Mean	Strongly Disagree	Disagree		Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.				
All	4.80	1%	5%	7%	16%	40%	31%	267	1.18				
Adv Light Source	5.00	0%	6%	0%	12%	53%	29%	17	1.00				
Chem Sciences	4.95	0%	0%	11%	11%	53%	26%	19	0.91				
Comp Research Div	4.67	0%	0%	20%	20%	33%	27%	15	1.11				
Earth Sciences	5.00	0%	0%	18%	6%	35%	41%	17	1.12				
Envir Energy Tech	4.38	6%	13%	6%	25%	13%	38%	16	1.67				
General Sciences	4.76	3%	3%	5%	21%	42%	26%	38	1.15				
Genomics	4.47	0%	13%	7%	13%	53%	13%	15	1.25				
Life Sciences	4.16	3%	19%	10%	10%	42%	16%	31	1.51				
Materials Sciences	5.08	0%	0%	3%	22%	38%	37%	63	0.85				
Phys Biosciences	5.03	3%	3%	6%	8%	39%	42%	36	1.21				

# Career Development and Networking **Opportunities**



opportunities.				<b>:</b>							
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q3a. My supervisor and I discuss my career opportunities.	4.43 258 1.40 / 0.17	4.13 15 1.81 / 0.91	5.00 15 0.85 / 0.43	4.93 14 1.14 / 0.60	4.53 17 1.55 / 0.73	4.56 18 1.54 / 0.71	4.73 40 1.38 / 0.43	4.67 12 0.49 / 0.28	3.86 29 1.62 / 0.59	4.32 62 1.35 / 0.34	4.25 36 1.40 / 0.46
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q3b. My supervisor encourages me to participate in seminars and conferences.	4.86 269 1.28 / 0.15	4.80 15 1.21 / 0.61	5.06 18 1.21 / 0.56	5.47 15 0.92 / 0.46	5.00 16 1.15 / 0.57	5.11 18 0.90 / 0.42	4.78 40 1.27 / 0.39	4.79 14 1.05 / 0.55	4.59 32 1.58 / 0.55	4.81 64 1.37 / 0.33	4.78 37 1.36 / 0.44
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q3c. I am provided guidance regarding publishing my research.	4.82 256 1.12 / 0.14	4.40 15 1.59 / 0.81	5.11 19 0.88 / 0.39	5.00 15 0.93 / 0.47	5.13 15 0.99 / 0.50	4.82 17 0.88 / 0.42	4.67 39 1.40 / 0.44	5.17 12 0.94 / 0.53	4.63 30 1.07 / 0.38	4.85 62 1.02 / 0.25	4.75 32 1.16 / 0.40
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q3d. My supervisor provides information to me about funding opportunities.	4.11 247 1.45 / 0.18	4.13 15 1.51 / 0.76	4.00 15 1.60 / 0.81	4.50 14 1.29 / 0.67	4.44 16 1.59 / 0.78	4.59 17 1.58 / 0.75	3.92 36 1.32 / 0.43	4.91 11 0.83 / 0.49	4.16 31 1.46 / 0.51	3.91 58 1.53 / 0.39	3.79 34 1.39 / 0.47
											_

Q3a	My supervisor and I discuss my career opportunities.												
	Mean	Strongly Disagree			Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.				
All	4.43	6%	5%	12%	17%	36%	23%	258	1.40				
Adv Light Source	4.13	20%	0%	7%	13%	40%	20%	15	1.81				
Chem Sciences	5.00	0%	0%	0%	33%	33%	33%	15	0.85				
Comp Research Div	4.93	0%	0%	14%	21%	21%	43%	14	1.14				
Earth Sciences	4.53	6%	6%	12%	18%	24%	35%	17	1.55				
Envir Energy Tech	4.56	6%	11%	6%	6%	44%	28%	18	1.54				
General Sciences	4.73	5%	5%	5%	15%	38%	33%	40	1.38				
Genomics	4.67	0%		0%	33%	67%	0%	12	0.49				
Life Sciences	3.86	14%	7%	17%	17%	31%	14%	29	1.62				
Materials Sciences	4.32	5%	5%	16%	21%	34%	19%	62	1.35				
Phys Biosciences	4.25	3%	11%	19%	8%	42%	17%	36	1.40				

Q3b	My supe	ly supervisor encourages me to participate in seminars and conferences.											
	Mean	Strongly Disagree	Disagree		Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.				
All	4.86	4%	2%	8%	14%	34%	38%	269	1.28				
Adv Light Source	4.80	7%	0%	0%	13%	60%	20%	15	1.21				
Chem Sciences	5.06	0%	0%	17%	17%	11%	56%	18	1.21				
Comp Research Div	5.47	0%	0%	7%	7%	20%	67%	15	0.92				
Earth Sciences	5.00	0%	0%	19%	6%	31%	44%	16	1.15				
Envir Energy Tech	5.11	0%	0%	6%	17%	39%	39%	18	0.90				
General Sciences	4.78	3%	3%	10%	23%	25%	38%	40	1.27				
Genomics	4.79	0%	0%	14%	21%	36%	29%	14	1.05				
Life Sciences	4.59	9%	6%	3%	9%	41%	31%	32	1.58				
Materials Sciences	4.81	6%	2%	6%	13%	38%	36%	64	1.37				
Phys Biosciences	4.78	5%	3%	5%	16%	35%	35%	37	1.36				

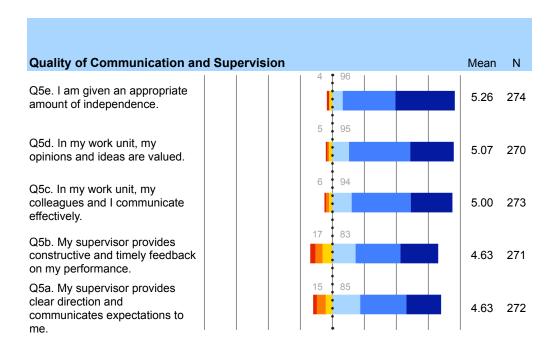
Q3c I am provided guidance regarding publishing my research.												
	Mean	Strongly Disagree			Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.			
All	4.82	1%	4%	7%	18%	40%	30%	256	1.12			
Adv Light Source	4.40	7%	7%	13%	20%	20%	33%	15	1.59			
Chem Sciences	5.11	0%	0%	5%	16%	42%	37%	19	0.88			
Comp Research Div	5.00	0%	0%	7%	20%	40%	33%	15	0.93			
Earth Sciences	5.13	0%	0%	7%	20%	27%	47%	15	0.99			
Envir Energy Tech	4.82	0%	0%	6%	29%	41%	24%	17	0.88			
General Sciences	4.67	3%	10%	3%	23%	26%	36%	39	1.40			
Genomics	5.17	0%	0%	8%	8%	42%	42%	12	0.94			
Life Sciences	4.63	0%	7%	7%	20%	50%	17%	30	1.07			
Materials Sciences	4.85	2%	0%	10%	15%	48%	26%	62	1.02			
Phys Biosciences	4.75	0%	9%	3%	16%	47%	25%	32	1.16			

Q3d	My supe	y supervisor provides information to me about funding opportunities.											
	Mean	Strongly Disagree	Disagree		Somewhat Agree		Strongly Agree		Std. Dev.				
All	4.11	7%	8%	13%	28%	25%	19%	247	1.45				
Adv Light Source	4.13	13%	0%	7%	33%	33%	13%	15	1.51				
Chem Sciences	4.00	7%	20%	0%	33%	20%	20%	15	1.60				
Comp Research Div	4.50	0%	0%	29%	29%	7%	36%	14	1.29				
Earth Sciences	4.44	6%	6%	13%	25%	13%	38%	16	1.59				
Envir Energy Tech	4.59	6%	6%	12%	18%	18%	41%	17	1.58				
General Sciences	3.92	6%	11%	14%	33%	28%	8%	36	1.32				
Genomics	4.91	0%	0%	9%	9%	64%	18%	11	0.83				
Life Sciences	4.16	10%	6%	3%	35%	29%	16%	31	1.46				
Materials Sciences	3.91	9%	12%	16%	22%	26%	16%	58	1.53				
Phys Biosciences	3.79	9%	6%	24%	32%	18%	12%	34	1.39				

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# Quality of Communication and Supervision



Source   S												
Adv	Question	All	Light		Research		Energy		Genomics			
272   174   270		4.63	4.41	5.10	5.00	4.75	4.39	4.55	4.79	4.03	4.68	4.81
Company   Comp												
Company   Comp												
Company   Comp												
Constructive and timely feedback on my performance.    134   0.16   14   16   18   40   14   32   63   37   125   0.08   0.04   126   0.03   1.72   0.79   1.37 / 0.42   1.03 / 0.34   1.40 / 0.48   1.36 / 0.34   1.25 / 0.04   1	Question	All	Light		Research		Energy		Genomics			
Question  AII  Adv Light Source  1.34 / 0.16  AII  Adv Light Source  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.12  1.01 / 0.13  1	constructive and timely feedback											
Question   All   Light   Sciences   Scienc	, , , ,	1.34 / 0.16	1.41 / 0.67	1.18 / 0.52	0.88 / 0.46	1.28 / 0.63	1.72 / 0.79	1.37 / 0.42	1.03 / 0.54	1.40 / 0.48	1.36 / 0.34	1.25 / 0.40
Question   All   Light   Sciences   Scienc												
Question   All   Light   Sciences   Scienc												
Colleagues and I communicate effectively.   Compute the feeting of the feeting of the feeting effectively.   Compute the feeting of the feeting of the feeting effectively.   Compute the feeting of the feeting effectively.   Compute the feeting of the feeting effectively.   Compute the feeting	Question	All	Light		Research		Energy		Genomics			
Question  All  Adv	colleagues and I communicate		17	20		17	18	40	15			36
Question         All Source         Light Source Sciences         Chem Sciences Div         Research Div         Earth Sciences Sciences         Energy Tech         General Sciences         Genomics Sciences         Life Sciences         Materials Sciences         Phys Biosci           Q5d. In my work unit, my opinions and ideas are valued.         5.07 270 16 270 0.95 / 0.11         5.20 20 15 17 18 18 38 15 32 62 37 0.88 / 0.45         5.27 0.88 / 0.45         1.77 18 0.57 / 0.18 0.96 / 0.49         1.32 / 0.46 0.99 / 0.25 0.89 / 0.29         62 37 0.89 / 0.29           Question         All Light Source         Chem Sciences Sciences         Comp Research Div         Earth Sciences         Envir Energy Tech         General Sciences         Genomics Sciences         Life Sciences         Materials Phys Biosci           Q5e. I am given an appropriate amount of independence.         5.26 274 17 20 15         5.40 5.40 5.18 17 18 40 15         5.28 5.33 5.00 5.29 5.38 37         5.00 5.29 5.38 37	·	1.01 / 0.12	1.01 / 0.48	1.12 / 0.49	0.99 / 0.50	0.69 / 0.33	1.08 / 0.50	0.90 / 0.28	0.72 / 0.37	1.43 / 0.49	1.04 / 0.26	0.67 / 0.22
Question         All Source         Light Source Sciences         Chem Sciences Div         Research Div         Earth Sciences Sciences         Energy Tech         General Sciences         Genomics Sciences         Life Sciences         Materials Sciences         Phys Biosci           Q5d. In my work unit, my opinions and ideas are valued.         5.07 270 16 270 0.95 / 0.11         5.20 20 15 17 18 18 38 15 32 62 37 0.88 / 0.45         5.27 0.88 / 0.45         1.77 18 0.57 / 0.18 0.96 / 0.49         1.32 / 0.46 0.99 / 0.25 0.89 / 0.29         62 37 0.89 / 0.29           Question         All Light Source         Chem Sciences Sciences         Comp Research Div         Earth Sciences         Envir Energy Tech         General Sciences         Genomics Sciences         Life Sciences         Materials Phys Biosci           Q5e. I am given an appropriate amount of independence.         5.26 274 17 20 15         5.40 5.40 5.18 17 18 40 15         5.28 5.33 5.00 5.29 5.38 37         5.00 5.29 5.38 37			_									
Opinions and ideas are valued.    270	Question	All	Light		Research		Energy		Genomics			
Question  All  Adv Light Source Chem Sciences Div  Chem Sciences Div  Earth Sciences Fenergy Tech  General Sciences Sciences Sciences Sciences Sciences Biosci  Phys Biosci  Phys Biosci  Adv Light Source Sciences Sciences Sciences Sciences Sciences Sciences Biosci  17 18 40 15 32 63 37	Q5d. In my work unit, my opinions and ideas are valued.	270	16	20	15	17	18	38	15	32	62	37
Question All Light Source Sciences Research Div Sciences Energy Tech Sciences Genomics Sciences Sciences Sciences Biosci  Q5e. I am given an appropriate amount of independence.  5.26 274 17 20 15 17 18 5.06 18 40 15 32 63 37		0.95 / 0.11	0.73 / 0.36	0.52 / 0.23	0.88 / 0.45	0.70 / 0.33	1.49 / 0.69	0.57 / 0.18	0.96 / 0.49	1.32 / 0.46	0.99 / 0.25	0.89 / 0.29
Question All Light Source Sciences Research Div Sciences Energy Tech Sciences Genomics Sciences Sciences Sciences Biosci  Q5e. I am given an appropriate amount of independence.  5.26 274 17 20 15 17 18 5.06 18 40 15 32 63 37												
Question All Light Source Sciences Research Div Sciences Energy Tech Sciences Genomics Sciences Sciences Sciences Biosci  Q5e. I am given an appropriate amount of independence.  5.26 274 17 20 15 17 18 5.06 18 40 15 32 63 37												
amount of independence. 274 17 20 15 17 18 40 15 32 63 37	Question	All	Light		Research		Energy		Genomics			
	Q5e. I am given an appropriate amount of independence.											

Q5a	My supervisor provides clear direction and communicates expectations to me.											
	Mean	Strongly Disagree			Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.			
All	4.63	3%	7%	5%	22%	36%	27%	272	1.29			
Adv Light Source	4.41	0%	6%	12%	35%	29%	18%	17	1.12			
Chem Sciences	5.10	0%	0%	5%	25%	25%	45%	20	0.97			
Comp Research Div	5.00	0%	0%	7%	20%	40%	33%	15	0.93			
Earth Sciences	4.75	0%	13%	0%	25%	25%	38%	16	1.34			
Envir Energy Tech	4.39	6%	11%	6%	28%	17%	33%	18	1.58			
General Sciences	4.55	3%	10%	5%	28%	23%	33%	40	1.40			
Genomics	4.79	0%	7%	0%	21%	50%	21%	14	1.05			
Life Sciences	4.03	9%	9%	6%	31%	31%	13%	32	1.47			
Materials Sciences	4.68	3%	6%	6%	13%	46%	25%	63	1.28			
Phys Biosciences	4.81	3%	5%	3%	11%	54%	24%	37	1.17			

Q5b	My supe	My supervisor provides constructive and timely feedback on my performance.												
	Mean	Strongly Disagree	Disagree			Agree		Count	Std. Dev.					
All	4.63	4%	6%	8%	18%	35%	30%	271	1.34					
Adv Light Source	4.12	6%	6%	18%	29%	24%	18%	17	1.41					
Chem Sciences	5.15	0%	5%	5%	15%	20%	55%	20	1.18					
Comp Research Div	5.00	0%	0%	7%	14%	50%	29%	14	0.88					
Earth Sciences	4.81	0%	13%	0%	13%	44%	31%	16	1.28					
Envir Energy Tech	4.39	11%	6%	11%	11%	28%	33%	18	1.72					
General Sciences	4.68	5%	5%	3%	25%	30%	33%	40	1.37					
Genomics	4.86	0%	0%	14%	14%	43%	29%	14	1.03					
Life Sciences	4.09	9%	3%	13%	31%	31%	13%	32	1.40					
Materials Sciences	4.60	2%	10%	11%	13%	35%	30%	63	1.36					
Phys Biosciences	4.86	5%	3%	0%	14%	49%	30%	37	1.25					

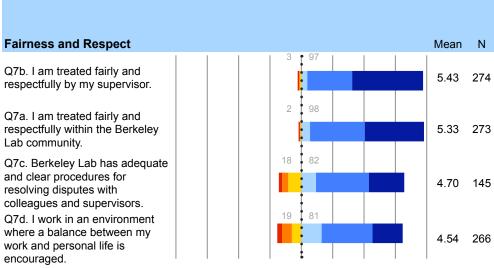
Q5c	In my wo	ork unit, my	colleagues	and I comm	unicate effe	ctively.			
	Mean	Strongly Disagree		Disagree		Agree		Count	Std. Dev.
All	5.00	1%	2%	3%	15%	46%	33%	273	1.01
Adv Light Source	4.82	0%	6%	0%	24%	47%	24%	17	1.01
Chem Sciences	4.90	0%	10%	0%	5%	60%	25%	20	1.12
Comp Research Div	5.13	0%	0%	7%	20%	27%	47%	15	0.99
Earth Sciences	5.29	0%	0%	0%	12%	47%	41%	17	0.69
Envir Energy Tech	4.89	0%	0%	11%	28%	22%	39%	18	1.08
General Sciences	5.18	0%	3%	3%	10%	45%	40%	40	0.90
Genomics	5.33	0%	0%	0%	13%	40%	47%	15	0.72
Life Sciences	4.66	6%	3%	6%	22%	28%	34%	32	1.43
Materials Sciences	4.92	3%	2%	2%	11%	59%	24%	63	1.04
Phys Biosciences	5.11	0%	0%	0%	17%	56%	28%	36	0.67

Q5d	In my w	my work unit, my opinions and ideas are valued.											
	Mean	Strongly Disagree			Somewhat Agree		Strongly Agree	Count	Std. Dev.				
All	5.07	1%	1%	3%	13%	48%	34%	270	0.95				
Adv Light Source	5.00	0%	0%	0%	25%	50%	25%	16	0.73				
Chem Sciences	5.20	0%	0%	0%	5%	70%	25%	20	0.52				
Comp Research Div	5.27	0%	0%	7%	7%	40%	47%	15	0.88				
Earth Sciences	5.12	0%	0%	0%	18%	53%	29%	17	0.70				
Envir Energy Tech	4.72	6%	6%	6%	17%	28%	39%	18	1.49				
General Sciences	5.29	0%	0%	0%	5%	61%	34%	38	0.57				
Genomics	4.93	0%	0%	13%	7%	53%	27%	15	0.96				
Life Sciences	4.84	6%	0%	6%	13%	41%	34%	32	1.32				
Materials Sciences	5.00	2%	2%	2%	18%	45%	32%	62	0.99				
Phys Biosciences	5.22	0%	3%	0%	14%	41%	43%	37	0.89				

Q5e	I am give	am given an appropriate amount of independence.											
	Mean	Strongly Disagree	Disagree	Disagree		Agree		Count	Std. Dev.				
All	5.26	2%	0%	2%	8%	41%	46%	274	0.95				
Adv Light Source	5.00	6%	0%	0%	12%	47%	35%	17	1.22				
Chem Sciences	5.60	0%	0%	0%	15%	10%	75%	20	0.75				
Comp Research Div	5.40	0%	0%	0%	13%	33%	53%	15	0.74				
Earth Sciences	5.18	0%	0%	6%	18%	29%	47%	17	0.95				
Envir Energy Tech	5.06	6%	0%	6%	0%	50%	39%	18	1.26				
General Sciences	5.28	0%	0%	5%	5%	48%	43%	40	0.78				
Genomics	5.33	0%	0%	0%	0%	67%	33%	15	0.49				
Life Sciences	5.00	6%	0%	3%	6%	47%	38%	32	1.27				
Materials Sciences	5.29	2%	0%	0%	10%	44%	44%	63	0.85				
Phys Biosciences	5.38	0%	3%	3%	5%	32%	57%	37	0.92				

<b>60</b>   Quality of Communication and Supervision	Berkeley Lab 2009 Postdoc Survey

### Fairness and Respect



Adv Light Source 4.94 17 0.66 / 0.31 Adv Light Source 5.06 17 1.03 / 0.49	Chem Sciences  5.60 20 0.60 / 0.26  Chem Sciences  5.65 20 0.49 / 0.21	Comp Research Div 5.40 15 0.63 / 0.32 Comp Research Div 5.67 15 0.49 / 0.25	Earth Sciences  5.53 17 0.51 / 0.24  Earth Sciences  5.65 17 0.49 / 0.23	Envir Energy Tech  5.11  18  1.28 / 0.59  Envir Energy Tech  5.11  18  1.28 / 0.59	General Sciences  5.60 40 0.55 / 0.17  General Sciences  5.60 40	5.27 15 1.10 / 0.56 Genomics	Life Sciences 5.00 31 1.29 / 0.45 Life Sciences 5.06	Materials Sciences  5.30 64 0.63 / 0.16  Materials Sciences	Phys Biosci 5.44 36 0.65 / 0.21 Phys Biosci
17 0.66 / 0.31 Adv Light Source 5.06 17	20 0.60 / 0.26 Chem Sciences 5.65 20	15 0.63 / 0.32 Comp Research Div 5.67 15	17 0.51 / 0.24 Earth Sciences 5.65 17	18 1.28 / 0.59 Envir Energy Tech 5.11 18	40 0.55 / 0.17 General Sciences 5.60 40	15 1.10 / 0.56 Genomics 5.47	31 1.29 / 0.45 Life Sciences	64 0.63 / 0.16 Materials Sciences	36 0.65 / 0.21 Phys Biosci
Light Source 5.06	5.65 20	Research Div 5.67	5.65 17	Energy Tech 5.11	5.60 40	5.47	Sciences	Sciences	Biosci
17	20	15	17	18	40		5.06	5 46	
					0.78 / 0.24	15 0.92 / 0.46	32 1.08 / 0.37	63 0.62 / 0.15	5.51 37 0.93 / 0.30
Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
4.33 12 1.30 / 0.74	4.86 7 1.46 / 1.08	4.67 9 1.73 / 1.13	5.43 7 0.53 / 0.40	4.60 10 1.58 / 0.98	4.58 19 1.17 / 0.53	5.00 4 0.82 / 0.80	4.21 19 1.55 / 0.70	4.91 35 1.04 / 0.34	4.83 23 1.23 / 0.50
Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
4.18	4.55 20 1.19 / 0.52	4.60 15 1.45 / 0.74	4.75 16 1.48 / 0.73	5.24 17 0.66 / 0.32	4.50 38 1.20 / 0.38	4.86 14 1.29 / 0.68	4.10 30 1.52 / 0.54	4.44 63 1.30 / 0.32	4.72 36 1.50 / 0.49
	Light Source	Light Source Chem Sciences  4.18 4.55 17 20	Light Sciences Sciences Research Div  4.18	Light Sciences Sciences Research Div Sciences  4.18	Light Source         Chem Sciences         Research Div         Earth Sciences         Energy Tech           4.18         4.55         4.60         4.75         5.24           17         20         15         16         17	Light Source         Chem Sciences         Research Div         Earth Sciences         Energy Tech         General Sciences           4.18         4.55         4.60         4.75         5.24         4.50           17         20         15         16         17         38	Light Source         Chem Sciences         Research Div         Earth Sciences         Energy Tech         General Sciences         Genomics           4.18         4.55         4.60         4.75         5.24         4.50         4.86           17         20         15         16         17         38         14	Light Source         Chem Sciences         Research Div         Earth Sciences         Energy Tech         General Sciences         Genomics Sciences         Life Sciences           4.18         4.55         4.60         4.75         5.24         4.50         4.86         4.10           17         20         15         16         17         38         14         30	Light Source         Chem Sciences         Research Div         Earth Sciences         Energy Tech         General Sciences         Genomics Sciences         Life Sciences         Materials Sciences           4.18         4.55         4.60         4.75         5.24         4.50         4.86         4.10         4.44           17         20         15         16         17         38         14         30         63

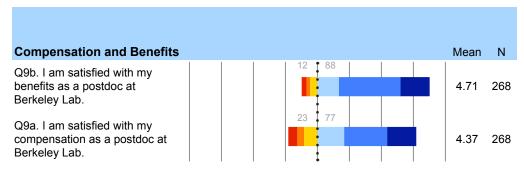
Q7a	I am treated fairly and respectfully within the Berkeley Lab community.												
	Mean	Strongly Disagree	Disagree	Disagree		Agree	Strongly Agree	Count					
All	5.33	1%	0%	1%	7%	44%	47%	273	0.82				
Adv Light Source	4.94	0%	0%	0%	24%	59%	18%	17	0.66				
Chem Sciences	5.60	0%	0%	0%	5%	30%	65%	20	0.60				
Comp Research Div	5.40	0%	0%	0%	7%	47%	47%	15	0.63				
Earth Sciences	5.53	0%	0%	0%	0%	47%	53%	17	0.51				
Envir Energy Tech	5.11	6%	0%	6%	0%	44%	44%	18	1.28				
General Sciences	5.60	0%	0%	0%	3%	35%	63%	40	0.55				
Genomics	5.27	0%	7%	0%	7%	33%	53%	15	1.10				
Life Sciences	5.00	6%	0%	3%	6%	45%	39%	31	1.29				
Materials Sciences	5.30	0%	0%	0%	9%	52%	39%	64	0.63				
Phys Biosciences	5.44	0%	0%	0%	8%	39%	53%	36	0.65				

Q7b	l am treated fairly and respectfully by my supervisor.											
	Mean	Strongly Disagree			Somewhat Agree		Strongly Agree	Count	Std. Dev.			
All	5.43	1%	1%	1%	5%	36%	57%	274	0.85			
Adv Light Source	5.06	0%	6%	0%	12%	47%	35%	17	1.03			
Chem Sciences	5.65	0%	0%	0%	0%	35%	65%	20	0.49			
Comp Research Div	5.67	0%	0%	0%	0%	33%	67%	15	0.49			
Earth Sciences	5.65	0%	0%	0%	0%	35%	65%	17	0.49			
Envir Energy Tech	5.11	6%	0%	6%	0%	44%	44%	18	1.28			
General Sciences	5.60	0%	3%	0%	3%	25%	70%	40	0.78			
Genomics	5.47	0%	0%	7%			67%	15	0.92			
Life Sciences	5.06	3%	0%	3%	13%	44%	38%	32	1.08			
Materials Sciences	5.46	0%	0%	0%	6%	41%	52%	63	0.62			
Phys Biosciences	5.51	3%	0%	0%	3%	30%	65%	37	0.93			

Q7c		Berkeley Lab has adequate and clear procedures or resolving disputes with colleagues and supervisors.											
All	Mean 4.70	Strongly Disagree	Disagree 5%	Disagree		Agree 42%	Strongly Agree 28%	Count	Std. Dev.				
Adv Light Source	4.70	0%	8%	25%		42%	17%	12	1.30				
Chem Sciences	4.86	0%	14%	0%		29%	43%	7	1.46				
Comp Research Div	4.67	11%	0%	11%	11%	22%	44%	9	1.73				
Earth Sciences	5.43	0%	0%	0%	0%	57%	43%	7	0.53				
Envir Energy Tech	4.60	10%	0%	10%	10%	40%	30%	10	1.58				
General Sciences	4.58	0%	5%	16%	16%	42%	21%	19	1.17				
Genomics	5.00	0%	0%	0%	25%	50%	25%	4	0.82				
Life Sciences	4.21	5%	16%	5%	21%	32%	21%	19	1.55				
Materials Sciences	4.91	3%	0%	6%	11%	54%	26%	35	1.04				
Phys Biosciences	4.83	0%	4%	17%	4%	39%	35%	23	1.23				

Q7d	I work in	an environ	ment where	a balance b	etween my	work and pe	rsonal life is	encour	aged.
	Mean	Strongly Disagree	Disagree		Somewhat Agree		Strongly Agree	Count	Std. Dev.
All	4.54	4%	8%	8%	16%	41%	24%	266	1.35
Adv Light Source	4.18	12%	0%	18%	12%	47%	12%	17	1.51
Chem Sciences	4.55	0%	10%	5%	25%	40%	20%	20	1.19
Comp Research Div	4.60	7%	7%	0%	20%	40%	27%	15	1.45
Earth Sciences	4.75	6%	6%	6%	0%	50%	31%	16	1.48
Envir Energy Tech	5.24	0%	0%	0%	12%	53%	35%	17	0.66
General Sciences	4.50	3%	5%	8%	26%	39%	18%	38	1.20
Genomics	4.86	0%	7%	14%	0%	43%	36%	14	1.29
Life Sciences	4.10	7%	10%	20%	10%	37%	17%	30	1.52
Materials Sciences	4.44	2%	13%	5%	21%	41%	19%	63	1.30
Phys Biosciences	4.72	6%	8%	3%	14%	31%	39%	36	1.50

### Compensation and Benefits

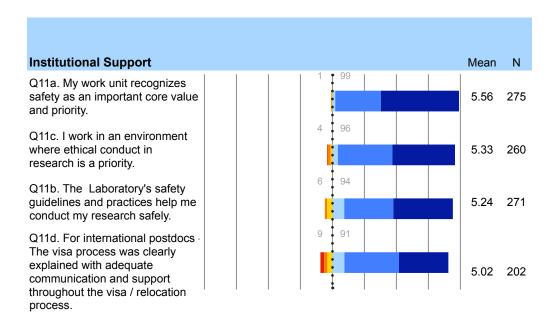


Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37 268 1.44 / 0.17	5.06 17 0.83 / 0.39	4.00 20 1.34 / 0.59	5.33 15 0.82 / 0.41	4.93 15 0.88 / 0.45	4.53 17 1.66 / 0.79	5.08 40 0.92 / 0.28	4.64 14 1.39 / 0.73	3.78 32 1.74 / 0.60	4.06 63 1.47 / 0.36	3.69 35 1.47 / 0.49
		Adv		Comp		Envir					
Question	All	Light Source	Chem Sciences	Research Div	Earth Sciences	Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci

Q9a	I am sati	am satisfied with my compensation as a postdoc at Berkeley Lab.											
	Mean	Strongly Disagree	Disagree	Disagree	,	Agree		Count	Std. Dev.				
All	4.37	7%	5%	10%	21%	34%	23%	268	1.44				
Adv Light Source	5.06	0%	0%	6%	12%	53%	29%	17	0.83				
Chem Sciences	4.00	5%	0%	40%	15%	25%	15%	20	1.34				
Comp Research Div	5.33	0%	0%	0%	20%	27%	53%	15	0.82				
Earth Sciences	4.93	0%	0%			47%	27%	15	0.88				
Envir Energy Tech	4.53	6%	12%	12%	0%	35%	35%	17	1.66				
General Sciences	5.08	0%	3%	3%	15%	45%	35%	40	0.92				
Genomics	4.64	0%	14%	0%	29%	21%	36%	14	1.39				
Life Sciences	3.78	19%	9%	6%	19%	34%	13%	32	1.74				
Materials Sciences	4.06	11%	3%	13%	29%	30%	14%	63	1.47				
Phys Biosciences	3.69	11%	11%	14%	31%	23%	9%	35	1.47				

Q9b	I am sati	am satisfied with my benefits as a postdoc at Berkeley Lab.											
	Mean	Strongly Disagree	Disagree		Somewhat Agree		Strongly Agree	Count	Std. Dev.				
All	4.71	4%	3%	6%	17%	48%	23%	268	1.19				
Adv Light Source	5.20	0%	0%	0%	27%	27%	47%	15	0.86				
Chem Sciences	4.90	0%	0%	10%	5%	70%	15%	20	0.79				
Comp Research Div	5.13	0%	0%	7%	13%	40%	40%	15	0.92				
Earth Sciences	4.53	0%	13%	7%	20%	33%	27%	15	1.36				
Envir Energy Tech	4.71	6%	6%	12%		41%	35%	17	1.53				
General Sciences	4.98	0%	5%	3%	13%	50%	30%	40	1.00				
Genomics	5.07	0%	0%	7%	13%	47%	33%	15	0.88				
Life Sciences	4.53	9%	0%	6%	16%	50%	19%	32	1.39				
Materials Sciences	4.37	8%	3%	5%	24%	47%	13%	62	1.33				
Phys Biosciences	4.59	3%	3%	5%	22%	57%	11%	37	1.04				

### **Institutional Support**



Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q11a. My work unit recognizes safety as an important core value and priority.	5.56 275 0.62 / 0.07	5.59 17 0.51 / 0.24	5.55 20 0.51 / 0.22	5.87 15 0.35 / 0.18	5.65 17 0.49 / 0.23	5.61 18 0.50 / 0.23	5.58 40 0.55 / 0.17	5.60 15 0.51 / 0.26	5.31 32 0.82 / 0.28	5.47 64 0.76 / 0.19	5.73 37 0.45 / 0.15
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24 271 0.91 / 0.11	5.24 17 0.75 / 0.36	4.84 19 1.07 / 0.48	5.80 15 0.41 / 0.21	5.65 17 0.49 / 0.23	5.50 18 0.62 / 0.29	5.43 40 0.75 / 0.23	5.20 15 0.86 / 0.44	4.84 32 1.22 / 0.42	5.16 61 0.90 / 0.23	5.16 37 1.01 / 0.33
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q11c. I work in an environment where ethical conduct in research is a priority.	5.33 260 0.87 / 0.11	5.19 16 0.83 / 0.41	5.40 20 0.60 / 0.26	5.67 15 0.49 / 0.25	5.56 16 0.63 / 0.31	5.31 16 1.08 / 0.53	5.47 38 0.56 / 0.18	5.50 14 0.65 / 0.34	5.23 31 1.06 / 0.37	5.22 59 0.93 / 0.24	5.17 35 1.15 / 0.38
Question	All	Adv Light Source	Chem Sciences	Comp Research Div	Earth Sciences	Envir Energy Tech	General Sciences	Genomics	Life Sciences	Materials Sciences	Phys Biosci
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02 202 1.16 / 0.16	4.75 12 1.29 / 0.73	5.53 17 0.62 / 0.30	4.82 11 1.17 / 0.69	4.45 11 1.57 / 0.93	5.25 12 1.14 / 0.64	5.41 32 0.61 / 0.21	5.00 10 1.15 / 0.72	4.47 19 1.58 / 0.71	5.02 50 1.06 / 0.29	4.96 28 1.35 / 0.50

Q11a	My work	unit recogr	nizes safety	as an impor	tant core va	lue and prio	rity.		
	Mean	Strongly Disagree		Disagree		Agree	Strongly Agree	Count	Std. Dev.
All	5.56	0%	0%	1%	2%	36%	61%	275	0.62
Adv Light Source	5.59	0%	0%	0%	0%	41%	59%	17	0.51
Chem Sciences	5.55	0%	0%	0%	0%	45%	55%	20	0.51
Comp Research Div	5.87	0%	0%	0%	0%	13%	87%	15	0.35
Earth Sciences	5.65	0%	0%	0%	0%	35%	65%	17	0.49
Envir Energy Tech	5.61	0%	0%	0%	0%	39%	61%	18	0.50
General Sciences	5.58	0%	0%	0%	3%	38%	60%	40	0.55
Genomics	5.60	0%	0%	0%	0%	40%	60%	15	0.51
Life Sciences	5.31	0%	3%	0%	3%	50%	44%	32	0.82
Materials Sciences	5.47	0%	0%	3%	6%	31%	59%	64	0.76
Phys Biosciences	5.73	0%	0%	0%	0%	27%	73%	37	0.45

Q11b	The Lab	oratory's sa	fety guideli	nes and pra	ctices help	me conduct	my researcl	n safely.	
	Mean	Strongly Disagree	Disagree	Disagree		Agree		Count	
All	5.24	0%	2%	4%	9%	38%	46%	271	0.91
Adv Light Source	5.24	0%	0%	6%	0%	59%	35%	17	0.75
Chem Sciences	4.84	0%	5%	5%	16%	47%	26%	19	1.07
Comp Research Div	5.80	0%	0%	0%	0%	20%	80%	15	0.41
Earth Sciences	5.65	0%	0%	0%	0%	35%	65%	17	0.49
Envir Energy Tech	5.50	0%	0%	0%	6%	39%	56%	18	0.62
General Sciences	5.43	0%	0%	3%	8%	35%	55%	40	0.75
Genomics	5.20	0%	0%	7%	7%	47%	40%	15	0.86
Life Sciences	4.84	0%	6%	9%	16%	31%	38%	32	1.22
Materials Sciences	5.16	0%	2%	3%	13%	41%	41%	61	0.90
Phys Biosciences	5.16	0%	3%	5%	11%	35%	46%	37	1.01

Q11c	I work in an environment where ethical conduct in research is a priority.								
All	Mean 5.33	Strongly Disagree		Disagree		Agree	Strongly Agree 49%	Count 260	Std. Dev. 0.87
Adv Light Source	5.19	0%	0%				38%	16	
Chem Sciences	5.40	0%	0%	0%	5%	50%	45%	20	0.60
Comp Research Div	5.67	0%	0%	0%	0%	33%	67%	15	0.49
Earth Sciences	5.56	0%	0%	0%	6%	31%	63%	16	0.63
Envir Energy Tech	5.31	0%	6%	0%	6%	31%	56%	16	1.08
General Sciences	5.47	0%	0%	0%	3%	47%	50%	38	0.56
Genomics	5.50	0%	0%	0%	7%	36%	57%	14	0.65
Life Sciences	5.23	3%	0%	3%	3%	45%	45%	31	1.06
Materials Sciences	5.22	0%	5%	0%	3%	51%	41%	59	0.93
Phys Biosciences	5.17	0%	6%	6%	6%	31%	51%	35	1.15

Q11d	For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.								
	Mean	Strongly Disagree	Disagree		Somewhat Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.02	3%	2%	4%	9%	43%	39%	202	1.16
Adv Light Source	4.75	8%	0%	0%	8%	67%	17%	12	1.29
Chem Sciences	5.53	0%	0%	0%	6%	35%	59%	17	0.62
Comp Research Div	4.82	0%	9%	0%	18%	45%	27%	11	1.17
Earth Sciences	4.45	9%	0%	18%	9%	36%	27%	11	1.57
Envir Energy Tech	5.25	0%	0%	17%	0%	25%	58%	12	1.14
General Sciences	5.41	0%	0%	0%	6%	47%	47%	32	0.61
Genomics	5.00	0%	10%	0%	0%	60%	30%	10	1.15
Life Sciences	4.47	11%	5%	0%	21%	37%	26%	19	1.58
Materials Sciences	5.02	0%	4%	6%	12%	40%	38%	50	1.06
Phys Biosciences	4.96	7%	0%	4%	7%	43%	39%	28	1.35

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# Section Three Results by Demographics

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| Section Three: Results by Demographics • Berkeley Lab 2009 Postdoc Survey

### **Marital Status**

#### **Research, Training, and Mentoring: Marital Status**

Question	All	Married/ Domestic Partnrshp	Single
Q1a. I am satisfied with the overall direction of my research.	5.04 258 0.92	4.99 150 0.98	5.11 108 0.81
		Mayriad/	
Question	All	Married/ Domestic Partnrshp	Single
Q1b. My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	5.00 261 1.25	4.95 150 1.31	5.06 111 1.18
		Married/	
Question	All	Domestic Partnrshp	Single
Q1c. I receive the training needed to do my postdoc research.	4.97 259 1.06	5.06 149 1.06	4.85 110 1.05
Question	All	Married/ Domestic Partnrshp	Single
Q1d. I have the resources needed to do my research.	5.15 259 1.00	5.14 151 0.99	5.16 108 1.02
Question	All	Married/ Domestic Partnrshp	Single
Q1e. I have access and exposure to other research groups and am able to collaborate freely across programs.	4.82 255 1.15	4.82 145 1.17	4.81 110 1.12

#### **Career Development and Networking Opportunities: Marital Status**

Question	All	Married/ Domestic Partnrshp	Single
Q3a. My supervisor and I discuss	4.44	4.56	4.27
my career opportunities.	245	146	99
	1.39	1.42	1.35
Question	All	Married/ Domestic Partnrshp	Single
Q3b. My supervisor encourages	4.90	4.92	4.88
me to participate in seminars and conferences.	256	147	109
	1.24	1.30	1.17
Question	All	Married/ Domestic	Single
		Partnrsnp	
Q3c. I am provided guidance	4.86	Partnrshp 4.88	4.83
regarding publishing my	4.86 244		4.83 101
		4.88	
regarding publishing my	244	4.88 143	101
regarding publishing my	244	4.88 143	101
regarding publishing my	244	4.88 143	101
regarding publishing my	244	4.88 143 1.08	101
regarding publishing my	244	4.88 143 1.08  Married/ Domestic	101
regarding publishing my research.  Question  Q3d. My supervisor provides	244 1.10	4.88 143 1.08	101
regarding publishing my research.  Question  Q3d. My supervisor provides information to me about funding	244 1.10	4.88 143 1.08  Married/ Domestic Partnrshp	101 1.13 Single
regarding publishing my research.  Question  Q3d. My supervisor provides	244 1.10 <b>All</b> 4.17	4.88 143 1.08  Married/ Domestic Partnrshp 4.18	101 1.13 Single 4.15
regarding publishing my research.  Question  Q3d. My supervisor provides information to me about funding	244 1.10 <b>All</b> 4.17 235	4.88 143 1.08  Married/ Domestic Partnrshp 4.18 137	101 1.13 Single 4.15 98
regarding publishing my research.  Question  Q3d. My supervisor provides information to me about funding	244 1.10 <b>All</b> 4.17 235	4.88 143 1.08  Married/ Domestic Partnrshp 4.18 137	101 1.13 Single 4.15 98
regarding publishing my research.  Question  Q3d. My supervisor provides information to me about funding	244 1.10 <b>All</b> 4.17 235	4.88 143 1.08  Married/ Domestic Partnrshp 4.18 137	101 1.13 Single 4.15 98

#### **Quality of Communication and Supervision: Marital Status**

		Mai a al /	
Question	All	Married/ Domestic Partnrshp	Single
Q5a. My supervisor provides clear direction and communicates	4.65	4.64	4.67
expectations to me.	259	149	110
	1.27	1.29	1.25
		Married/	
Question	All	Domestic	Single
		Partnrshp	
Q5b. My supervisor provides	4.64	4.60	4.70
constructive and timely feedback on my performance.	258	149	109
on my performance.	1.32	1.36	1.27
		Married/	
Question	All	Domestic Partnrshp	Single
Q5c. In my work unit, my	5.03	4.99	5.08
colleagues and I communicate effectively.	260	149	111
errectivery.	0.99	1.05	0.92
		Married/	
Question	All	Domestic Partnrshp	Single
Q5d. In my work unit, my	5.10	5.07	5.15
opinions and ideas are valued.	257	148	109
	0.91	0.94	0.87
		Married/	
Question	All	Domestic Partnrshp	Single
Q5e. I am given an appropriate	5.29	5.28	5.30
amount of independence.	261	150	111
	0.89	1.02	0.68

#### **Fairness and Respect: Marital Status**

Question	All	Married/ Domestic Partnrshp	Single
Q7a. I am treated fairly and	5.33	5.35	5.31
respectfully within the Berkeley Lab community.	260	150	110
222 33	0.83	0.89	0.74
Question	All	Married/ Domestic Partnrshp	Single
Q7b. I am treated fairly and respectfully by my supervisor.	5.45	5.42	5.50
respectionly by my supervisor.	261	150	111
	0.81	0.88	0.71
		Married/	
Question	All	Domestic Partnrshp	Single
Q7c. Berkeley Lab has adequate and clear procedures for	4.73	4.75	4.69
resolving disputes with	139	85	54
colleagues and supervisors.	1.26	1.34	1.15
		Na-wiad/	
Question	All	Married/ Domestic Partnrshp	Single
Q7d. I work in an environment	4.59	4.63	4.53
where a balance between my work and personal life is	253	146	107
encouraged.	1.31	1.39	1.18

#### **Compensation and Benefits: Marital Status**

Question	All	Married/ Domestic Partnrshp	Single
Q9a. I am satisfied with my	4.37	4.34	4.41
compensation as a postdoc at	255	146	109
Berkeley Lab.	1.44	1.42	1.47
Question	All	Married/ Domestic Partnrshp	Single
Q9b. I am satisfied with my	4.73	4.71	4.76
benefits as a postdoc at Berkeley	256	146	110
Lab.	1.16	1.22	1.09

#### **Institutional Support: Marital Status**

Question	All	Married/ Domestic Partnrshp	Single
Q11a. My work unit recognizes safety as an important core value	5.57	5.54	5.61
and priority.	262	151	111
	0.61	0.66	0.53
Question	All	Married/ Domestic Partnrshp	Single
Q11b. The Laboratory's safety guidelines and practices help me	5.25	5.25	5.25
conduct my research safely.	259	149	110
,	0.91	0.96	0.84
		Mai a al /	
Question	All	Married/ Domestic Partnrshp	Single
Q11c. I work in an environment	5.35	5.34	5.36
where ethical conduct in research is a priority.	248	141	107
	0.85	0.92	0.77
Question	All	Married/ Domestic Partnrshp	Single
Q11d. For international postdocs -	5.01	4.98	5.04
The visa process was clearly explained with adequate	193	111	82
communication and support	1.18	1.29	1.02
throughout the visa / relocation			
process.			

## Citizenship

#### Research, Training, and Mentoring: Citizenship

Question	All	Citizen	Immigrnt	Non- Immigrnt
Q1a. I am satisfied with the overall direction of my research.	5.01	4.95	4.58	5.05
overall direction of my research.	270	66	12	192
	0.97	0.87	1.38	0.97
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q1b. My supervisor takes time to discuss the science behind the	4.98	4.96	3.91	5.05
experiments and issues that arise	270	67	11	192
in my research.	1.28	1.09	1.76	1.29
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q1c. I receive the training	4.99	5.13	4.36	4.97
needed to do my postdoc research.	269	67	11	191
	1.02	0.95	1.03	1.03
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q1d. I have the resources needed to do my research.	5.13	5.12	5.18	5.14
needed to do my research.	269	67	11	191
	1.01	1.07	1.25	0.98
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q1e. I have access and exposure to other research groups and am	4.80	4.63	5.00	4.85
able to collaborate freely across	266	64	10	192
programs.	1.18	1.37	0.82	1.13

#### **Career Development and Networking Opportunities:** Citizenship

Question	All	Citizen	Immigrnt	Non- Immigrnt
Q3a. My supervisor and I discuss my career opportunities.	4.43	4.53	3.50	4.46
Thy career opportunities.	256	64	12	180
	1.41	1.43	1.73	1.37
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q3b. My supervisor encourages	4.86	5.00	3.83	4.87
me to participate in seminars and conferences.	267	66	12	189
conferences.	1.29	1.25	1.99	1.22
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q3c. I am provided guidance	<b>All</b> 4.82	Citizen 4.88	Immigrnt	
Q3c. I am provided guidance regarding publishing my	4.82	4.88	4.08	Immigrnt 4.85
Q3c. I am provided guidance				Immigrnt
Q3c. I am provided guidance regarding publishing my	4.82 255	4.88 64	4.08	4.85 179
Q3c. I am provided guidance regarding publishing my	4.82 255	4.88 64	4.08	4.85 179
Q3c. I am provided guidance regarding publishing my	4.82 255	4.88 64	4.08	4.85 179
Q3c. I am provided guidance regarding publishing my	4.82 255	4.88 64	4.08	4.85 179
Q3c. I am provided guidance regarding publishing my	4.82 255	4.88 64	4.08	1mmigrnt 4.85 179 1.14
Q3c. I am provided guidance regarding publishing my	4.82 255	4.88 64	4.08	4.85 179
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides	4.82 255 1.12	4.88 64 0.97	4.08 12 1.44	1mmigrnt 4.85 179 1.14
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12	4.88 64 0.97 Citizen	4.08 12 1.44 Immigrnt	Immigrnt 4.85 179 1.14 Non- Immigrnt
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides	4.82 255 1.12 All 4.10	4.88 64 0.97 Citizen 4.29	4.08 12 1.44 Immigrnt 3.36	Immigrnt 4.85 179 1.14  Non-Immigrnt 4.08
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.10 246	4.88 64 0.97 Citizen 4.29 62	4.08 12 1.44 Immigrnt 3.36 11	1mmigrnt 4.85 179 1.14  Non- Immigrnt 4.08 173
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.10 246	4.88 64 0.97 Citizen 4.29 62	4.08 12 1.44 Immigrnt 3.36 11	1mmigrnt 4.85 179 1.14  Non- Immigrnt 4.08 173
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.10 246	4.88 64 0.97 Citizen 4.29 62	4.08 12 1.44 Immigrnt 3.36 11	1mmigrnt 4.85 179 1.14  Non- Immigrnt 4.08 173
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.10 246	4.88 64 0.97 Citizen 4.29 62	4.08 12 1.44 Immigrnt 3.36 11	1mmigrnt 4.85 179 1.14  Non- Immigrnt 4.08 173

#### **Quality of Communication and Supervision: Citizenship**

Question	All	Citizen	Immigrnt	Non- Immigrnt
Q5a. My supervisor provides	4.64	4.59	4.08	4.69
clear direction and communicates expectations to me.	270	66	12	192
	1.28	1.30	1.68	1.25
Question	All	Citizen	Immigrnt	Non-
				Immigrnt
Q5b. My supervisor provides constructive and timely feedback	4.65	4.56	4.00	4.72
on my performance.	269 1.33	66 1.24	12 1.91	191 1.31
	1.33	1.24	1.91	1.31
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q5c. In my work unit, my	5.00	5.09	4.25	5.02
colleagues and I communicate	271	67	12	192
effectively.	1.01	0.98	1.66	0.95
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q5d. In my work unit, my opinions and ideas are valued.	5.07	5.24	4.58	5.05
opinions and ideas are valued.	268	67	12	189
	0.95	0.92	1.31	0.93
Question	A.U.	Citizon	Immigrat	Non-
Question	All	Citizen	Immigrnt	Immigrnt
Q5e. I am given an appropriate amount of independence.	5.27	5.36	5.00	5.25
	272	67	12	193
	0.94	0.83	1.41	0.94
		L		

#### **Fairness and Respect: Citizenship**

Question	All	Citizen	Immigrnt	Non- Immigrnt
Q7a. I am treated fairly and	5.34	5.27	5.42	5.35
respectfully within the Berkeley Lab community.	271	67	12	192
Lab communicy.	0.82	0.98	0.51	0.78
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q7b. I am treated fairly and	5.43	5.55	5.17	5.41
respectfully by my supervisor.	272	67	12	193
	0.85	0.68	0.58	0.91
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q7c. Berkeley Lab has adequate	4.70	4.41	4.57	4.79
and clear procedures for resolving disputes with	145	29	7	109
colleagues and supervisors.	1.27	1.59	1.62	1.15
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q7d. I work in an environment where a balance between my	4.54	4.51	4.64	4.55
work and personal life is	264	65	11	188
encouraged.	1.35	1.47	1.80	1.28
1	1			

#### **Compensation and Benefits: Citizenship**

Question	All	Citizen	Immigrnt	Non- Immigrnt
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.36 266 1.44	4.49 65 1.45	4.25 12 1.42	4.33 189 1.45
				Non
Question	All	Citizen	Immigrnt	Non- Immigrnt

#### **Institutional Support: Citizenship**

Question	All	Citizen	Immigrnt	Non- Immigrnt
Q11a. My work unit recognizes	5.57	5.58	5.50	5.57
safety as an important core value and priority.	273	67	12	194
and priority.	0.62	0.58	0.67	0.63
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q11b. The Laboratory's safety	5.24	5.23	5.25	5.24
guidelines and practices help me conduct my research safely.	269	66	12	191
conduct my research salety.	0.92	0.97	1.14	0.89
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q11c. I work in an environment where ethical conduct in research	5.34	5.51	5.09	5.29
is a priority.	259	67	11	181
	0.87	0.61	1.22	0.92
				N
Question	All	Citizen	Immigrnt	Non- Immigrnt
Q11d. For international postdocs - The visa process was clearly	5.02	6.00	5.13	5.01
explained with adequate	201	1	8	192
communication and support	1.16	NA	1.36	1.16
throughout the visa / relocation				
process.				

### Dependents

#### **Research, Training, and Mentoring: Dependents**

Question	All	Depndnts	No Depndnts
Q1a. I am satisfied with the overall direction of my research.	5.04	5.08	5.02
overall direction of my rescurem	261	71	190
	0.94	0.98	0.92
Question	All	Depndnts	No Depndnts
Q1b. My supervisor takes time to	5.01	4.94	5.03
discuss the science behind the experiments and issues that arise	263	71	192
in my research.	1.24	1.40	1.17
	All	Danadata	No
Question	All	Depndnts	Depndnts
Q1c. I receive the training needed to do my postdoc	4.99	5.01	4.98
research.	261 1.04	71 1.04	190 1.04
	1.01	1.01	1.01
Question	All	Depndnts	No Depndnts
Q1d. I have the resources needed to do my research.	5.14	5.11	5.15
needed to do my research	261	72	189
	1.00	1.06	0.98
	,		
Question	All	Depndnts	No Depndnts
Q1e. I have access and exposure to other research groups and am	4.82	4.94	4.78
able to collaborate freely across	257	69	188
programs.	1.15	1.07	1.17

#### **Career Development and Networking Opportunities: Dependents**

Question	All	Depndnts	No Depndnts
Q3a. My supervisor and I discuss my career opportunities.	4.44	4.59	4.39
	248 1.40	68 1.46	180 1.37
			No
Question	All	Depndnts	Depndnts
Q3b. My supervisor encourages me to participate in seminars and	4.89	4.99	4.86
conferences.	259 1.25	68	191
	1.25	1.33	1.23
Quartien	All	Donndata	No
Question	AII	Depndnts	Depndnts
Q3c. I am provided guidance regarding publishing my	4.84	4.88	4.83
research.	247 1.12	67 1.09	180 1.13
	1.12	1.09	1.13
Question	All	Depndnts	No Depndnts
Q3d. My supervisor provides information to me about funding	4.14	4.16	4.14
opportunities.	238	62	176
	1.42	1.45	1.41

#### **Quality of Communication and Supervision: Dependents**

Question	All	Depndnts	No Depndnts
Q5a. My supervisor provides clear direction and communicates	4.65	4.65	4.64
expectations to me.	262	71	191
·	1.27	1.28	1.28
			No
Question	All	Depndnts	Depndnts
Q5b. My supervisor provides constructive and timely feedback	4.64	4.70	4.62
on my performance.	261	70	191
, ,	1.32	1.33	1.31
			No
Question	All	Depndnts	Depndnts
Q5c. In my work unit, my	5.02	5.01	5.02
colleagues and I communicate effectively.	263	71	192
Circulation.	1.01	1.16	0.95
Question	All	Depndnts	No Depndnts
Q5d. In my work unit, my opinions and ideas are valued.	5.09	5.07	5.10
opinions and ideas are valued.	260	71	189
	0.92	1.03	0.88
			N
Question	All	Depndnts	No Depndnts
Q5e. I am given an appropriate	5.28	5.38	5.24
amount of independence.	264	72	192
	0.89	0.91	0.88

#### **Fairness and Respect: Dependents**

Question	All	Depndnts	No Depndnts
Q7a. I am treated fairly and	5.33	5.36	5.31
respectfully within the Berkeley Lab community.	263	72	191
	0.82	0.98	0.76
Question	All	Depndnts	No Depndnts
Q7b. I am treated fairly and	5.45	5.40	5.47
respectfully by my supervisor.	264	72	192
	0.79	0.96	0.72
Question	All	Depndnts	No Depndnts
Q7c. Berkeley Lab has adequate	4.73	4.84	4.69
and clear procedures for resolving disputes with	142	43	99
colleagues and supervisors.	1.25	1.36	1.21
Question	All	Depndnts	No Depndnts
Q7d. I work in an environment	4.57	4.94	4.44
where a balance between my work and personal life is	256	68	188
encouraged.	1.32	1.35	1.29

#### **Compensation and Benefits: Dependents**

Question	All	Depndnts	No Depndnts
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.37	4.26 69	4.41 189
	1.43	1.37	1.45
			N.L.
Question	All	Depndnts	No Depndnts
Q9b. I am satisfied with my	<b>All</b> 4.73	Depndnts 4.52	Depndnts 4.81
			Depndnts

#### **Institutional Support: Dependents**

Question	All	Depndnts	No Depndnts
Q11a. My work unit recognizes	5.57	5.56	5.57
safety as an important core value and priority.	265	72	193
	0.61	0.69	0.58
			No
Question	All	Depndnts	Depndnts
Q11b. The Laboratory's safety	5.24	5.30	5.23
guidelines and practices help me conduct my research safely.	262	71	191
lesinade my researen sareny.	0.91	0.95	0.89
			No
Question	All	Depndnts	No Depndnts
Q11c. I work in an environment	5.34	5.26	5.37
where ethical conduct in research is a priority.	251	66	185
	0.85	1.09	0.75
			No
Question	All	Depndnts	Depndnts
Q11d. For international postdocs -	5.00	5.16	4.94
The visa process was clearly explained with adequate	195	56	139
communication and support	1.17	1.01	1.23
throughout the visa / relocation			
process.			

# Number of Supervisors

#### **Research, Training, and Mentoring: Number of Supervisors**

Question	All	One Super	>1 Super
Q1a. I am satisfied with the	5.02	4.97	5.12
overall direction of my research.	269	177	92
	0.94	0.97	0.89
Question	All	One Super	>1 Super
Q1b. My supervisor takes time to discuss the science behind the	5.00	5.03	4.93
experiments and issues that arise	270	178	92
in my research.	1.25	1.21	1.34
Ougation	AII	One Cuner	> 1 Curan
Question	All	One Super	>1 Super
Q1c. I receive the training needed to do my postdoc	4.97	4.90	5.10
research.	269	178	91
	1.05	1.07	1.00
Question	All	One Super	>1 Super
Q1d. I have the resources	5.13	5.11	5.16
needed to do my research.	269	178	91
	1.01	1.05	0.93
Question	All	One Super	>1 Super
Q1e. I have access and exposure	4.82	4.70	5.03
to other research groups and am able to collaborate freely across	265	176	89
programs.	1.16	1.23	0.97

#### **Career Development and Networking Opportunities: Number of Supervisors**

Question	All	One Super	>1 Super
Q3a. My supervisor and I discuss my career opportunities.	4.45 256 1.39	4.37 170 1.41	4.59 86 1.35
Question Q3b. My supervisor encourages	All 4.87	One Super	>1 Super
me to participate in seminars and conferences.	267 1.27	178 1.32	89 1.16
Question	All	One Super	>1 Super
Question  Q3c. I am provided guidance regarding publishing my research.	4.82 255 1.12	One Super 4.75 169 1.17	>1 Super 4.97 86 1.02
Q3c. I am provided guidance regarding publishing my research.	4.82 255	4.75 169	4.97 86 1.02
Q3c. I am provided guidance regarding publishing my research.	4.82 255 1.12	4.75 169 1.17	4.97 86 1.02
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.12 245	4.75 169 1.17 One Super 4.04 161	4.97 86 1.02 >1 Super 4.26 84

### Quality of Communication and Supervision: Number of Supervisors

Question	All	One Super	>1 Super
Q5a. My supervisor provides clear direction and communicates expectations to me.	4.64 270 1.27	4.60 178 1.35	4.73 92 1.12
Question Q5b. My supervisor provides constructive and timely feedback on my performance.	4.65 269 1.33	One Super 4.65 178 1.37	>1 Super 4.65 91 1.26
Question  Q5c. In my work unit, my colleagues and I communicate effectively.	5.01 271 1.01	One Super 4.91 180 1.07	>1 Super 5.21 91 0.84
Question Q5d. In my work unit, my opinions and ideas are valued.	5.08 268 0.94	5.01 177 1.01	>1 Super 5.23 91 0.76
Question  Q5e. I am given an appropriate amount of independence.	5.27 272 0.93	One Super 5.20 181 1.03	>1 Super 5.41 91 0.67

#### **Fairness and Respect: Number of Supervisors**

Question	All	One Super	>1 Super
Q7a. I am treated fairly and respectfully within the Berkeley	5.34	5.32	5.36
Lab community.	271	179	92
	0.82	0.83	0.81
Question	All	One Super	>1 Super
Q7b. I am treated fairly and	5.45	5.41	5.52
respectfully by my supervisor.	272	180	92
	0.80	0.86	0.69
Question	All	One Super	>1 Super
Q7c. Berkeley Lab has adequate	<b>All</b> 4.71	One Super	>1 Super
Q7c. Berkeley Lab has adequate and clear procedures for			
Q7c. Berkeley Lab has adequate	4.71	4.69	4.74
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.71 144	4.69 94	4.74 50
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.71 144	4.69 94	4.74 50
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.71 144	4.69 94	4.74 50
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.71 144	4.69 94	4.74 50 1.26
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment	4.71 144 1.27	4.69 94 1.29	4.74 50 1.26
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my	4.71 144 1.27	4.69 94 1.29 One Super	4.74 50 1.26 >1 Super
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment	4.71 144 1.27 All 4.56	4.69 94 1.29 One Super 4.53	4.74 50 1.26 >1 Super 4.61
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.71 144 1.27 AII 4.56 264	4.69 94 1.29 One Super 4.53	4.74 50 1.26 >1 Super 4.61 90
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.71 144 1.27 AII 4.56 264	4.69 94 1.29 One Super 4.53	4.74 50 1.26 >1 Super 4.61 90
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.71 144 1.27 AII 4.56 264	4.69 94 1.29 One Super 4.53	4.74 50 1.26 >1 Super 4.61 90

#### **Compensation and Benefits: Number of Supervisors**

Question	All	One Super	>1 Super
Q9a. I am satisfied with my compensation as a postdoc at Berkeley Lab.	4.38 266 1.43	4.32 178 1.41	4.50 88 1.47
Question	All	One Super	>1 Super

#### **Institutional Support: Number of Supervisors**

Question	All	One Super	>1 Super
Q11a. My work unit recognizes safety as an important core value and priority.	5.57 273 0.62	5.55 181 0.60	5.60 92 0.65
Question Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.24 269 0.92	5.25 178 0.79	>1 Super 5.21 91 1.12
Question	All	One Super	>1 Super
Q11c. I work in an environment where ethical conduct in research is a priority.	5.34 258 0.85	5.34 170 0.89	5.36 88 0.76
Question	All	One Super	>1 Super
Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	5.02 200 1.16	5.04 134 1.11	4.98 66 1.28

# Gender

### Research, Training, and Mentoring: Gender

All	Female	Male
5.01	4.81	5.08
270	75	195
0.97	1.14	0.89
		Male
4.98	4.87	5.03
270	75	195
1.28	1.26	1.29
ΔII	Female	Male
		5.01
		196
1.02	0.96	1.04
All	Female	Male
5.13	5.11	5.14
269	74	195
1.01	0.94	1.04
ΔU	Female	Male
		4.83
		193
1.18	1.28	1.14
	5.01 270 0.97  All 4.98 270 1.28  All 4.99 269 1.02  All 5.13 269 1.01	5.01

#### **Career Development and Networking Opportunities: Gender**

Question	All	Female	Male
Q3a. My supervisor and I discuss	4.43	4.20	4.52
my career opportunities.			
	256 1.41	74 1.47	182 1.38
	1.41	1.4/	1.30
Question	All	Female	Male
Q3b. My supervisor encourages	4.86	4.71	4.92
me to participate in seminars and conferences.	267	75	192
conferences.	1.29	1.45	1.22
Question	All	Female	Male
Q3c. I am provided guidance	<b>All</b> 4.82	Female 4.76	Male 4.84
Q3c. I am provided guidance regarding publishing my			
Q3c. I am provided guidance	4.82	4.76	4.84
Q3c. I am provided guidance regarding publishing my	4.82 255	4.76 70	4.84 185
Q3c. I am provided guidance regarding publishing my	4.82 255	4.76 70	4.84 185
Q3c. I am provided guidance regarding publishing my	4.82 255	4.76 70	4.84 185
Q3c. I am provided guidance regarding publishing my	4.82 255	4.76 70	4.84 185
Q3c. I am provided guidance regarding publishing my research.	4.82 255 1.12	4.76 70 1.23	4.84 185 1.08
Q3c. I am provided guidance regarding publishing my research.  Question	4.82 255 1.12	4.76 70 1.23	4.84 185 1.08
Q3c. I am provided guidance regarding publishing my research.	4.82 255 1.12 <b>All</b> 4.10	4.76 70 1.23 Female 4.07	4.84 185 1.08 Male 4.11
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides	4.82 255 1.12 All 4.10 246	4.76 70 1.23 Female 4.07 70	4.84 185 1.08 Male 4.11 176
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 <b>All</b> 4.10	4.76 70 1.23 Female 4.07	4.84 185 1.08 Male 4.11
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.10 246	4.76 70 1.23 Female 4.07 70	4.84 185 1.08 Male 4.11 176
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.10 246	4.76 70 1.23 Female 4.07 70	4.84 185 1.08 Male 4.11 176
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.10 246	4.76 70 1.23 Female 4.07 70	4.84 185 1.08 Male 4.11 176
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.82 255 1.12 All 4.10 246	4.76 70 1.23 Female 4.07 70	4.84 185 1.08 Male 4.11 176

#### **Quality of Communication and Supervision: Gender**

Question	All	Female	Male
Q5a. My supervisor provides			
clear direction and communicates	4.64	4.47	4.70
expectations to me.	270	76	194
	1.28	1.46	1.20
	1		
Question	All	Female	Male
Q5b. My supervisor provides	4.65	4.47	4.72
constructive and timely feedback on my performance.	269	75	194
on my performance.	1.33	1.47	1.27
Question	All	Female	Male
Q5c. In my work unit, my	5.00	4.91	5.04
colleagues and I communicate	271	76	195
effectively.	1.01	1.02	1.00
Question	All	Female	Male
Q5d. In my work unit, my	5.07	4.91	5.14
opinions and ideas are valued.	268	74	194
	0.95	1.07	0.90
	0.55	1.07	0.50
Question	All	Female	Male
Q5e. I am given an appropriate	5.27	5.21	5.29
amount of independence.			
	272	77 1.04	195
	0.94	1.04	0.89
i			1

#### **Fairness and Respect: Gender**

Question	All	Female	Male
Q7a. I am treated fairly and	5.34	5.44	5.29
respectfully within the Berkeley	271	77	194
Lab community.	0.82	0.60	0.89
Question	All	Female	Male
Question Q7b. I am treated fairly and			
respectfully by my supervisor.	5.43	5.32	5.48
	272	77	195
	0.85	0.97	0.80
Question	All	Female	Male
Q7c. Berkeley Lab has adequate	<b>All</b> 4.70	Female 4.70	Male 4.71
Q7c. Berkeley Lab has adequate and clear procedures for			
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.70	4.70	4.71
Q7c. Berkeley Lab has adequate and clear procedures for	4.70 145	4.70 43	4.71 102
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.70 145	4.70 43	4.71 102
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.70 145	4.70 43	4.71 102
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.70 145	4.70 43	4.71 102
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.70 145 1.27	4.70 43 1.26	4.71 102 1.28
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.70 145 1.27	4.70 43 1.26	4.71 102 1.28 Male
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my	4.70 145 1.27 All 4.54	4.70 43 1.26 Female 4.62	4.71 102 1.28 Male 4.51
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.70 145 1.27 All 4.54 264	4.70 43 1.26 Female 4.62	4.71 102 1.28 Male 4.51 190
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my	4.70 145 1.27 All 4.54	4.70 43 1.26 Female 4.62	4.71 102 1.28 Male 4.51
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.70 145 1.27 All 4.54 264	4.70 43 1.26 Female 4.62	4.71 102 1.28 Male 4.51 190
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.70 145 1.27 All 4.54 264	4.70 43 1.26 Female 4.62	4.71 102 1.28 Male 4.51 190
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.70 145 1.27 All 4.54 264	4.70 43 1.26 Female 4.62	4.71 102 1.28 Male 4.51 190

#### **Compensation and Benefits: Gender**

Question	All	Female	Male
Q9a. I am satisfied with my compensation as a postdoc at	4.36	4.36	4.37
Berkeley Lab.	266	75	191
Berneley Labi	1.44	1.54	1.41
Question	All	Female	Male
Q9b. I am satisfied with my	<b>All</b> 4.71	Female 4.64	Male 4.74
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.71	4.64	4.74
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.71 267	4.64 77	4.74 190
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.71 267	4.64 77	4.74 190
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.71 267	4.64 77	4.74 190

#### **Institutional Support: Gender**

Question	All	Female	Male
Q11a. My work unit recognizes	5.57	5.58	5.56
safety as an important core value and priority.	273	77	196
and priority.	0.62	0.52	0.65
Question	All	Female	Male
Q11b. The Laboratory's safety	5.24	5.33	5.20
guidelines and practices help me	269	76	193
conduct my research safely.	0.92	0.77	0.97
Ouestion	All	Female	Male
Question Q11c. I work in an environment	<b>All</b> 5 34	Female 5.35	Male 5.33
Q11c. I work in an environment where ethical conduct in research	5.34	5.35	5.33
Q11c. I work in an environment			
Q11c. I work in an environment where ethical conduct in research	5.34 259	5.35 75	5.33 <sub>184</sub>
Q11c. I work in an environment where ethical conduct in research	5.34 259	5.35 75	5.33 <sub>184</sub>
Q11c. I work in an environment where ethical conduct in research	5.34 259	5.35 75	5.33 <sub>184</sub>
Q11c. I work in an environment where ethical conduct in research	5.34 259	5.35 75	5.33 <sub>184</sub>
Q11c. I work in an environment where ethical conduct in research is a priority.	5.34 259 0.87	5.35 75 0.73	5.33 184 0.92
Q11c. I work in an environment where ethical conduct in research	5.34 259 0.87	5.35 75 0.73	5.33 184 0.92 Male
Q11c. I work in an environment where ethical conduct in research is a priority.  Question Q11d. For international postdocs - The visa process was clearly	5.34 259 0.87 All 5.02	5.35 75 0.73 Female 5.05	5.33 184 0.92 Male 5.01
Q11c. I work in an environment where ethical conduct in research is a priority.  Question Q11d. For international postdocs - The visa process was clearly explained with adequate	5.34 259 0.87	5.35 75 0.73	5.33 184 0.92 Male
Q11c. I work in an environment where ethical conduct in research is a priority.  Question Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support	5.34 259 0.87 All 5.02 201	5.35 75 0.73 Female 5.05	5.33 184 0.92 Male 5.01 145
Q11c. I work in an environment where ethical conduct in research is a priority.  Question Q11d. For international postdocs - The visa process was clearly explained with adequate	5.34 259 0.87 All 5.02 201	5.35 75 0.73 Female 5.05	5.33 184 0.92 Male 5.01 145
Q11c. I work in an environment where ethical conduct in research is a priority.  Question Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation	5.34 259 0.87 All 5.02 201	5.35 75 0.73 Female 5.05	5.33 184 0.92 Male 5.01 145
Q11c. I work in an environment where ethical conduct in research is a priority.  Question Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation	5.34 259 0.87 All 5.02 201	5.35 75 0.73 Female 5.05	5.33 184 0.92 Male 5.01 145

# Ethnicity

## Research, Training, and Mentoring: Ethnicity

Question	All	Asian	Other	White
Q1a. I am satisfied with the overall direction of my research.	5.04	5.04	5.00	5.04
, ,	238 0.96	103 0.96	13 0.82	122 0.97
	0.90	0.90	0.82	0.97
Question	All	Asian	Other	White
Q1b. My supervisor takes time to	5.01	4.98	5.15	5.02
discuss the science behind the	237	103	13	121
experiments and issues that arise in my research.	1.27	1.31	1.14	1.25
Question	All	Asian	Other	White
Q1c. I receive the training	4.99	4.95	4.62	5.06
needed to do my postdoc research.	236	102	13	121
rescurent	1.03	1.08	1.04	0.97
Question	All	Asian	Other	White
Q1d. I have the resources	5.14	5.11	4.83	5.21
needed to do my research.	236	103	12	121
	0.98	1.03	1.19	0.92
Question	All	Asian	Other	White
Q1e. I have access and exposure	4.85	4.81	4.58	4.91
to other research groups and am able to collaborate freely across	235	104	12	119
programs.	1.16	1.22	1.31	1.10
		l	l	

#### **Career Development and Networking Opportunities: Ethnicity**

Question	All	Asian	Other	White
Q3a. My supervisor and I discuss	4.44	4.51		
my career opportunities.			4.38	4.40
	225	97	13	115
	1.41	1.47	1.50	1.37
	,			
Question	All	Asian	Other	White
Q3b. My supervisor encourages				
me to participate in seminars and	4.87	4.81	4.92	4.92
conferences.	234	101	13	120
	1.29	1.38	1.12	1.24
			0.1	
Question	All	Asian	Other	White
Q3c. I am provided guidance	<b>All</b> 4.84	Asian 4.86	Other 5.00	White 4.81
Q3c. I am provided guidance regarding publishing my				
Q3c. I am provided guidance	4.84	4.86	5.00	4.81
Q3c. I am provided guidance regarding publishing my	4.84 224	4.86 97	5.00 13	4.81 114
Q3c. I am provided guidance regarding publishing my	4.84 224	4.86 97	5.00 13	4.81 114
Q3c. I am provided guidance regarding publishing my	4.84 224	4.86 97	5.00 13	4.81 114
Q3c. I am provided guidance regarding publishing my	4.84 224	4.86 97	5.00 13	4.81 114
Q3c. I am provided guidance regarding publishing my research.	4.84 224 1.14	4.86 97 1.17	5.00 13 1.15	4.81 114 1.12
Q3c. I am provided guidance regarding publishing my research.  Question	4.84 224	4.86 97	5.00 13	4.81 114
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides	4.84 224 1.14	4.86 97 1.17	5.00 13 1.15	4.81 114 1.12
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.84 224 1.14	4.86 97 1.17	5.00 13 1.15	4.81 114 1.12 White
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides	4.84 224 1.14 All 4.12	4.86 97 1.17 Asian 4.07	5.00 13 1.15 Other 4.42	4.81 114 1.12 White 4.13
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.84 224 1.14 All 4.12 214	4.86 97 1.17 Asian 4.07 92	5.00 13 1.15 Other 4.42 12	4.81 114 1.12 White 4.13 110
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.84 224 1.14 All 4.12 214	4.86 97 1.17 Asian 4.07 92	5.00 13 1.15 Other 4.42 12	4.81 114 1.12 White 4.13 110
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.84 224 1.14 All 4.12 214	4.86 97 1.17 Asian 4.07 92	5.00 13 1.15 Other 4.42 12	4.81 114 1.12  White 4.13 110
Q3c. I am provided guidance regarding publishing my research.  Question Q3d. My supervisor provides information to me about funding	4.84 224 1.14 All 4.12 214	4.86 97 1.17 Asian 4.07 92	5.00 13 1.15 Other 4.42 12	4.81 114 1.12  White 4.13 110

#### **Quality of Communication and Supervision: Ethnicity**

Question	All	Asian	Other	White
Q5a. My supervisor provides	4.63	4.61	4.77	4.64
clear direction and communicates	238	103	13	122
expectations to me.	1.28	1.36	1.17	1.24
Question	All	Asian	Other	White
Q5b. My supervisor provides				
constructive and timely feedback	4.65	4.67	4.77	4.62
on my performance.	237	101	13	123
	1.34	1.41	1.30	1.30
Question	All	Asian	Other	White
Q5c. In my work unit, my	5.00	4.95	5.31	5.00
colleagues and I communicate effectively.	239	103	13	123
effectivery.	1.04	1.08	0.75	1.03
Question	All	Asian	Other	White
Q5d. In my work unit, my	5.09	5.06	5.42	5.09
opinions and ideas are valued.	235	101	12	122
	0.96	1.01	0.51	0.94
Question	All	Asian	Other	White
Q5e. I am given an appropriate	5.30		5.46	5.29
amount of independence.		5.28		
	240 0.92	104 0.91	13 0.66	123 0.96
	0.92	0.91	0.00	0.90

#### **Fairness and Respect: Ethnicity**

Question	All	Asian	Other	White
Q7a. I am treated fairly and respectfully within the Berkeley	5.34	5.36	5.54	5.31
Lab community.	238	104	13	121
	0.81	0.84	0.52	0.81
Question	All	Asian	Other	White
Q7b. I am treated fairly and respectfully by my supervisor.	5.45	5.41	5.62	5.47
	239	104	13	122
	0.86	0.88	0.51	0.87
		-		
Question	ΔII	Asian	Other	White
Question Q7c. Berkeley Lab has adequate	<b>All</b> 4.69	Asian 4.81	Other	White
Q7c. Berkeley Lab has adequate and clear procedures for	4.69	4.81	4.50	4.59
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.69 131			
Q7c. Berkeley Lab has adequate and clear procedures for	4.69	4.81 64	<b>4.50</b> 6	4.59 <sub>61</sub>
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.69 131	4.81 64	<b>4.50</b> 6	4.59 <sub>61</sub>
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.69 131	4.81 64	<b>4.50</b> 6	4.59 <sub>61</sub>
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with	4.69 131	4.81 64	<b>4.50</b> 6	4.59 <sub>61</sub>
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.69 131 1.30	4.81 64 1.28	4.50 6 0.84	4.59 61 1.36
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question	4.69 131 1.30	4.81 64 1.28 Asian	4.50 6 0.84 Other	4.59 61 1.36 White
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.	4.69 131 1.30 All 4.59	4.81 64 1.28 Asian 4.69	4.50 6 0.84 Other 4.92	4.59 61 1.36 White 4.48
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.69 131 1.30 All 4.59 234	4.81 64 1.28 Asian 4.69	4.50 6 0.84 Other 4.92	4.59 61 1.36 White 4.48 120
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my	4.69 131 1.30 All 4.59	4.81 64 1.28 Asian 4.69	4.50 6 0.84 Other 4.92	4.59 61 1.36 White 4.48
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.69 131 1.30 All 4.59 234	4.81 64 1.28 Asian 4.69	4.50 6 0.84 Other 4.92	4.59 61 1.36 White 4.48 120
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.69 131 1.30 All 4.59 234	4.81 64 1.28 Asian 4.69	4.50 6 0.84 Other 4.92	4.59 61 1.36 White 4.48 120
Q7c. Berkeley Lab has adequate and clear procedures for resolving disputes with colleagues and supervisors.  Question Q7d. I work in an environment where a balance between my work and personal life is	4.69 131 1.30 All 4.59 234	4.81 64 1.28 Asian 4.69	4.50 6 0.84 Other 4.92	4.59 61 1.36 White 4.48 120

#### **Compensation and Benefits: Ethnicity**

Question	All	Asian	Other	White
Q9a. I am satisfied with my	4.38	4.30	5.00	4.38
compensation as a postdoc at Berkeley Lab.	233	102	13	118
Berneley Lubi	1.46	1.57	0.58	1.41
Question	All	Asian	Other	White
Q9b. I am satisfied with my	<b>All</b> 4.72	<b>Asian</b> 4.73	Other 4.69	White 4.72
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.72	4.73	4.69	4.72
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.72 234	4.73 102	4.69 13	4.72 119
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.72 234	4.73 102	4.69 13	4.72 119
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.72 234	4.73 102	4.69 13	4.72 119

#### **Institutional Support: Ethnicity**

Question	All	Asian	Other	White
Q11a. My work unit recognizes	5.58	5.61	5.69	5.54
safety as an important core value and priority.	240	104	13	123
and priority.	0.60	0.60	0.63	0.60
Question	All	Asian	Other	White
Q11b. The Laboratory's safety guidelines and practices help me conduct my research safely.	5.21	5.21	5.46	5.18
	236	102	13	121
	0.94	1.02	0.66	0.89
Question	All	Asian	Other	White
Q11c. I work in an environment	5.31	5.36	5.50	F 2F
	5.51	5.50	5.50	5.25
where ethical conduct in research is a priority.	229	99	5.50 12	5.25 118
where ethical conduct in research is a priority.				
	229	99	12	118
	229	99	12	118
	229	99	12	118
is a priority.	229 0.90	99 0.90	0.67	118 0.92
is a priority.  Question	229	99	12	118
is a priority.  Question Q11d. For international postdocs -	229 0.90	99 0.90	0.67	118 0.92
is a priority.  Question	229 0.90 <b>All</b> 4.99 179	99 0.90 Asian 5.14 81	12 0.67 Other 5.13 8	118 0.92 White 4.84 90
Question Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support	229 0.90 <b>All</b> 4.99	99 0.90 Asian 5.14	12 0.67 Other 5.13	118 0.92 White 4.84
Question Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation	229 0.90 <b>All</b> 4.99 179	99 0.90 Asian 5.14 81	12 0.67 Other 5.13 8	118 0.92 White 4.84 90
Question Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support	229 0.90 <b>All</b> 4.99 179	99 0.90 Asian 5.14 81	12 0.67 Other 5.13 8	118 0.92 White 4.84 90
Question Q11d. For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation	229 0.90 <b>All</b> 4.99 179	99 0.90 Asian 5.14 81	12 0.67 Other 5.13 8	118 0.92 White 4.84 90

# **Years of Service**

#### **Research, Training, and Mentoring: Years of Service**

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1a. I am satisfied with the overall direction of my research.	5.02	5.03	4.98	4.98	5.36	4.75
	269	153	60	41	11	4
	0.94	0.96	1.00	0.91	0.50	0.96
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1b. My supervisor takes time to	5.00	5.06	4.82	4.78	5.73	5.50
discuss the science behind the experiments and issues that arise	270	155	60	40	11	4
in my research.	1.25	1.19	1.35	1.46	0.47	0.58
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1c. I receive the training needed to do my postdoc	4.97	4.99	4.97	4.80	5.36	5.00
research.	269 1.05	153 1.01	60 1.10	41 1.21	11 0.67	4 0.82
	1.03	1.01	1.10	1.21	0.07	0.02
Question	All	One	Two	Three	Four	Five
Q1d. I have the resources	5.13	Year 5.07	Years 5.27	Years 5.08	Years 5.36	Years 5.25
needed to do my research.	269	154	60	3.06 40	11	4
	1.01	1.07	0.90	1.05	0.50	0.96
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q1e. I have access and exposure	4.82	4.80	4.73	4.95	5.18	4.75
to other research groups and am able to collaborate freely across	265	152	59	39	11	4
programs.	1.16	1.16	1.14	1.28	0.60	1.26

#### **Career Development and Networking Opportunities: Years of Service**

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q3a. My supervisor and I discuss	4.45	4.27	4.66	4.59	4.82	5.25
my career opportunities.	256	142	58	41	11	4
	1.39	1.39	1.34	1.48	1.25	0.96
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q3b. My supervisor encourages	4.87	4.92	4.73	4.73	5.45	5.00
me to participate in seminars and conferences.	267	151	60	41	11	4
	1.27	1.17	1.46	1.38	0.82	1.41
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q3c. I am provided guidance	4.82	4.87	4.88	4.45	5.27	4.25
regarding publishing my research.	255	142	58	40	11	4
	1.12	1.09	1.16	1.20	0.79	1.26
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q3d. My supervisor provides	4.12			3.84	4.78	
information to me about funding	4.12	4.14	4.16			4.25
opportunities.	245 1.44	137 1.33	57 1.62	38 1.64	9 0.83	4 1.26
			· -			

#### **Quality of Communication and Supervision: Years of Service**

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5a. My supervisor provides	4.64	4.74	4.76	4.10	4.73	4.25
clear direction and communicates expectations to me.	270	155	59	41	11	4
expectations to me.	1.27	1.24	1.24	1.46	0.90	0.50
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5b. My supervisor provides	4.65					
constructive and timely feedback	4.65	4.75	4.62	4.32	4.73	4.50
on my performance.	269 1.33	153 1.31	60 1.33	41 1.54	11 0.90	4 0.58
	1.55	1.31	1.55	1.54	0.90	0.36
			<del></del>		_	<b>-</b> -
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5c. In my work unit, my	E 01	5.05	4.98	4.80	5.36	5.00
colleagues and I communicate	5.01					
effectively.	271 1.00	157 0.97	58 1.13	41 1.03	11 0.67	4 0.82
	1.00	0.57	1.13	1.03	0.07	0.02
		Ono	Two	Throo	Four	Five
Question	All	One Year	Two Years	Three Years	Four Years	Years
Q5d. In my work unit, my	5.09	5.08	5.17	4.88	5.45	5.25
opinions and ideas are valued.	268	154	58	41	11	4
	0.93	0.94	0.73	1.21	0.52	0.50
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q5e. I am given an appropriate	5.27	5.22	5.34	5.29	5.45	5.50
amount of independence.						
	272 0.93	157 1.00	59 0.73	41 1.01	11 0.52	4 0.58

#### **Fairness and Respect: Years of Service**

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q7a. I am treated fairly and	5.34	5.32	5.31	5.45	5.45	4.75
respectfully within the Berkeley Lab community.	271	157	59	40	11	4
	0.82	0.84	0.68	0.90	0.93	0.96
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q7b. I am treated fairly and respectfully by my supervisor.	5.44	5.43	5.49	5.32	5.82	5.50
	272	157	59	41	11	4
	0.80	0.84	0.63	0.96	0.40	0.58
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q7c. Berkeley Lab has adequate	4.70	4.67	4.97	4.67	4.40	3.67
and clear procedures for resolving disputes with	145	82	31	24	5	3
colleagues and supervisors.	1.27	1.25	1.17	1.37	0.89	2.52
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q7d. I work in an environment	4.55	4.63	4.43	4.68	4.36	2.75
where a balance between my	264	150	58	41	11	4
work and personal life is encouraged.	1.33	1.30	1.43	1.11	1.63	1.50
		•	•	1	1	

### **Compensation and Benefits: Years of Service**

Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q9a. I am satisfied with my compensation as a postdoc at	4.39	4.44	4.53	4.00	3.80	5.50
Berkeley Lab.	266	153	58	41	10	4
	1.43	1.39	1.27	1.63	1.69	1.00
		Ono	Tivo	Throo	EOUR	Eix (O
Question	All	One Year	Two Years	Three Years	Four Years	Five Years
Q9b. I am satisfied with my	<b>All</b> 4.73					
		Year	Years	Years	Years	Years
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.73	Year 4.78	Years 4.79	Years 4.54	Years 4.20	Years 5.25
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.73 <sub>266</sub>	Year 4.78 <sup>154</sup>	Years 4.79 57	Years 4.54 41	Years 4.20 10	Years 5.25 4
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.73 <sub>266</sub>	Year 4.78 <sup>154</sup>	Years 4.79 57	Years 4.54 41	Years 4.20 10	Years 5.25 4
Q9b. I am satisfied with my benefits as a postdoc at Berkeley	4.73 <sub>266</sub>	Year 4.78 <sup>154</sup>	Years 4.79 57	Years 4.54 41	Years 4.20 10	Years 5.25 4

#### **Institutional Support: Years of Service**

All	One Year	Two Years	Three Years	Four Years	Five Years
5.57	5.61	5.48	5.59	5.36	5.75
273	157	60	41	11	4
0.62	0.62	0.68	0.55	0.50	0.50
All	One Year	Two Years	Three Years	Four Years	Five Years
5.24	5.28	5.20	5.13	5.09	5.50
269	156	60	38	11	4
0.92	0.89	0.84	1.12	1.14	0.58
	0.7.5		Tlaura	F	Five
All					Years
5.34	5.38	5.28	5.31	5.18	5.75
258	146	58	39	11	4
0.85	0.77	0.89	1.06	0.87	0.50
				_	
All					Five Years
5.02	5.01	5.00	5.18	4.57	5.00
201	115	44	33	7	2
1.16	1.13	1.24	1.21	1.27	0.00
	5.57 273 0.62  All 5.24 269 0.92  All 5.34 258 0.85	All Year  5.57	All	All Year Years Years  5.57	Name

# Appendix A: The Survey Instrument



Please read each statement in the survey and consider the extent to which you agree with each statement. Then choose the response which best describes your impression.

If you encounter a question that you don't have an answer for, please select "N/A - Don't Know."

For the purpose of this survey, supervisor is defined as your primary immediate supervisor who regularly directs and monitors your job performance.

#### Research, Training, and Mentoring

Q1a	Choose the response which best des	cribes yo	our level of	agreemen	t with each	of the foll	owing stat	ements.
		Strongl y Agree6	Agree5	Slightly Agree4	Slightly Disagr ee3	Disagr ee2	Strongl yDisag ree1	N/ADo n't Know
	I am satisfied with the overall direction of my research.	0	0	0	0	0	0	0
Q1b	My supervisor takes time to discuss the science behind the experiments and issues that arise in my research.	•	0	O	$lue{oldsymbol{\circ}}$	O	0	<u>(</u>
Q1c	I receive the training needed to do my postdoc research.	0	O	0	0	0	0	$\odot$
Q1d	I have the resources needed to do my research.	O	0	0	0	<u>O</u>	0	O
Q1e	I have access and exposure to other research groups and am able to collaborate freely across programs.	O	0	O	0	0	O	0
Q2	Are there any comments you would l	ike to off	er about re	search, tra	ining, and	mentoring	at Berkele	y Lab?
	Career Develop	ment	and Ne	etwork	ing Op	portun	ities	
Q3a	Choose the response which best des	cribas vo	our level of	agreemen	t with each	of the foll	owing stat	omonte
<b>Q</b> Ja	choose the response which best des	Strongl	our level of	agreemen	Slightly	or the lon	Strongl	N/ADo
		y Agree6	Agree5	Slightly Agree4	Disagr ee3	Disagr ee2	yDisag ree1	n't Know
	My supervisor and I discuss my career opportunities.	0	0	0	$\odot$	$\odot$	0	$\odot$
Q3b	My supervisor encourages me to participate in seminars and conferences.	•	0	0	$\odot$	$\odot$	0	0
Q3c	I am provided guidance regarding publishing my research.	0	0	0	0	$\odot$	0	$\odot$
Q3d	My supervisor provides information to me about funding opportunities.	O	0	0	0	0	0	O
Q4	Are there any comments you would li Berkeley Lab?	ike to off	er about ca	reer devel	opment an	d networki	ng opportu	unities at

	Quality of C	Comm	unicati	ion and	Supe	rvision		
5a	Choose the response which best des	cribes vo	our level of	agreement	with each	of the foll	lowing stat	ements
,		Strongl y Agree6	Agree5	Slightly Agree4	Slightly Disagr ee3	Disagr ee2	Strongl yDisag ree1	N/AD n't Knov
	My supervisor provides clear direction and communicates expectations to me.	$\odot$	$\odot$	$\odot$	$\circ$	0	$\circ$	$\odot$
5b	My supervisor provides constructive and timely feedback on my performance.	•	0	0	0	0	O	0
5c	In my work unit, my colleagues and I communicate effectively.	$\odot$	0	$\odot$	$\odot$	0	0	$\odot$
5d	In my work unit, my opinions and ideas are valued.	$\odot$	O	$\odot$	0	O	O	O
5e	I am given an appropriate amount of independence.	0	0	0	O	0	O	0
		Fairne	ess and	Respe	ect			
.7a	Choose the response which best des					of the foll	lowing stat	ements
.7a						of the following of the	lowing stat Strongl yDisag ree1	ements N/AC n't Knov
7a	Choose the response which best des	Strongl y Agree6	our level of	agreement	with each Slightly Disagr	Disagr	Strongl yDisag	N/AD n't
	Choose the response which best des	Strongl Stree6	our level of Agree5	agreement Slightly Agree4	s with each Slightly Disagr ee3	Disagr ee2	Strongl yDisag ree1	N/AD n't Know
7a 7b 7c	Choose the response which best des  I am treated fairly and respectfully within the Berkeley Lab community.  I am treated fairly and respectfully by my	Strongl Stroe6	Agree5	agreement Slightly Agree4	s with each Slightly Disagr ee3	Disagr ee2	Strongl yDisag ree1	N/AD n't Knov

Are there any comments you would like to offer about fairness and respect at Berkeley Lab?

Q8

	Co	mpens	sation a	and Be	nefits			
)9a	Choose the response which best de	scribes yo	our level of	agreemen	t with each	of the foll	owing stat	ements.
	I am satisfied with my compensation as a postdoc at Berkeley Lab.	Strongl y Agree6	Agree5	Slightly Agree4	Slightly Disagr ee3	Disagr ee2	Strongl yDisag ree1	N/ADo n't Know
Q9b	I am satisfied with my benefits as a postdo at Berkeley Lab.	c 🕜	O	0	O	O	O	$\odot$
Q10	Are there any comments you would	like to offe	er about co	mpensatio	n and ben	efits at Bei	rkelev I abî	<b>,</b>
Q11a	Choose the response which best de	scribes yo Strongl		_			Strongl	ements. N/ADo n't
		y Agree6	Agree5	Slightly Agree4	ee3	Disagr ee2	yDisag ree1	Know
	My work unit recognizes safety as an important core value and priority.	0	0	0	0	0	0	O
Q11b	The Laboratory's safety guidelines and practices help me conduct my research safely.	0	0	0	0	0	O	O
Q11c	I work in an environment where ethical conduct in research is a priority.	$\circ$	0	$\odot$	$\odot$	$\odot$	$\odot$	$\odot$
Q11d	For international postdocs - The visa process was clearly explained with adequate communication and support throughout the visa / relocation process.	0	0	•	6	•	<b>©</b>	O
Q12	Are there any comments you would	like to offe	er about in	etitutional	sunnort at	Rerkeley I	ah?	
W.12	Are there any comments you would	ince to one			support at	Deriver 1	-ub :	

Δ	_	6
$\boldsymbol{n}$	_	u

General Information
What do you like best about being a postdoc in your work unit and/or at Berkeley Lab?
What do you like least about being a postdoc in your work unit and/or at Berkeley Lab?
The state of the s
What do you value about conducting your postdoc research at Berkeley Lab?
That do you value about conducting your postdoc rescuren at Berkeley Lub!
Occasion considerate considerate as a market as of Bouleston Lab in
Overall, your experience working as a postdoc at Berkeley Lab is
○ Fair
Good
C Very Good
C Excellent

Please rate the importance of the following items as they relate to your overall satisfaction.  VeryIm portant  From 1	General Information					
VeryIm portant   Not At AllImp portant   6   5   4   3   2   ortant1   Research Training and Mentoring   C   C   C   C   C   C   C   C   C						
Research Training and Mentoring Career Development and Networking Career D	e to your overall satisfaction.	to your o	they relate	items as	following	rate the $\underline{\text{importance}}$ of the
Research Training and Mentoring Career Development and Networking Opportunities  Quality of Communication and Supervision Fairness and Respect Compensation and Benefits Compensation and Benefits Institutional Support Compuses Other institutions  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, part of the care of the	AllImp n't			_	portant	
Career Development and Networking Opportunities  Quality of Communication and Supervision Fairness and Respect Compensation and Benefits Compensatio					-	
Quality of Communication and Supervision  Fairness and Respect  Compensation and Benefits  Compensation and Benefits  Institutional Support  If you work at LBNL and a UC campus or other institution, which location is the center of your intellife and why?  Approximately, how many seminars do you attend per year at the following institutions?  LBNL  UC Campuses  Other institutions  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, page 1.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 2.5.  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campuses other institution other than LBNL or UC Campuses within the past years, page 3.5.  UC Campus of the page 3.5.			_	-	_	Development and Networking
Compensation and Benefits  Institutional Support  If you work at LBNL and a UC campus or other institution, which location is the center of your intell life and why?  Approximately, how many seminars do you attend per year at the following institutions?  LBNL  UC Campuses  Other institutions  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, p	0 0 0 0	$\odot$	$\circ$	0	0	
Compensation and Benefits  C C C C C C C C C C C C C C C C C C	$\circ$ $\circ$ $\circ$ $\circ$	0	0	0	0	s and Respect
If you work at LBNL and a UC campus or other institution, which location is the center of your intell life and why?  Approximately, how many seminars do you attend per year at the following institutions?  LBNL  UC Campuses  Other institutions  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, p	$\odot$ $\odot$ $\odot$	0	0	<u>(</u>	0	•
Approximately, how many seminars do you attend per year at the following institutions?  LBNL  UC Campuses  Other institutions  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, p	0 0 0 0	0	0	0	0	onal Support
LBNL UC Campuses Other institutions  f you attended seminars at an institution other than LBNL or UC Campuses within the past years, p						
UC Campuses Other institutions  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, p	following institutions?	ollowing	ear at the fo	end per y	do you atte	cimately, how many seminars o
Other institutions  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, p						LBNL
Other institutions  If you attended seminars at an institution other than LBNL or UC Campuses within the past years, p						UC Campuses
If you attended seminars at an institution other than LBNL or UC Campuses within the past years, p						
						Outer institutions
	Campuses within the past years, please	ampuses	IL or UC C	than LBI	tion other	
						(1)

#### Likelihood of Attending Workshops

	six months?	IDefinitel	IProbabl		IProbabl	IDefinitel	N/ADon't
		yWon't	yWon't	I Might	yWill	yWill	Know
	Grant writing	O	0	$\odot$	O	O	$\odot$
Q21b	Oral presentations	O	O	$\odot$	O	lacktriangle	0
Q21c	Negotiating and resolving conflict	$\odot$	$\odot$	$\odot$	0	$\odot$	$\odot$
Q21d	Scientific article writing and publishing	0	0	lacktriangle	0	<b>O</b>	0
Q21e	English as a second language for scientists and researchers	$\odot$	O	$\odot$	0	$\circ$	0
Q21f	How to lead and motivate people	0	$\odot$	$lue{oldsymbol{\circ}}$	0	0	lacksquare
Q21g	How to run a lab / management of a lab	$\odot$	$\odot$	$\odot$	0	0	$\odot$
Q21h	How to balance family and career	$\mathbf{C}$	$\mathbf{C}$	0	$\mathbf{C}$	$\odot$	0
Q21i	Time management skills	0	0	$\odot$	0	0	$\odot$
Q21j	Career planning workshop	0	0	<u>•</u>	0	0	0
<b>Q21k</b>	Other, please specify below:	$\odot$	O	O	0	0	0
Q22	Other workshop topics you'd like to atter	nd in the ne	xt 6 months:				
Q23	Are there any other comments you'd	like to offe	r regarding w	orkshops a	t Berkeley L	ab?	
				•			

#### Demographics

	(Please select the nearest whole number.)
	⊙ 2
	O 3
	O 4
5	How many supervisors direct and monitor your job performance?
	⊙ 1
	C 2 or more
6	What's your marital status?
	◯ Single
	Married or in domestic partnership
	Rather not say
7	Do you have any dependents?
	○ Yes
	○ No
	Rather not say
В	Which of the following races/ethnicities do you identify yourself as? (Check all that apply.)
	American Indian or Alaskan native
	☐ Asian
	Black or African-American
	Hispanic or Latino
	Native Hawaiian or Other Pacific Islander
	White
	Rather not say
	IMPORTANT!

Please press submit below to forward your responses.

Thank you.